



BUILDING A COLLECTIVE FUTURE



JOURNAL

FEATURE:

**BUILDING A CULTURE THAT
SECURES OUR COLLECTIVE FUTURE**

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A MESSAGE FROM GENERAL PRESIDENT JIMMY WILLIAMS JR.

OUR CULTURE DEFINES WHAT WE STAND FOR

As my second year as your General President comes to an end, I am proud to reflect on some of the positive changes we've made to change our union's culture for the better. Perhaps most importantly, we've added nearly 3,000 new members in 2023—the most substantial member growth we've had in a single year in over a decade. Membership growth and retention are central to our union's greatest dreams and aspirations. They are among the following three priorities that I believe will play a significant role in shaping our culture:

1. Consistent growth through our apprenticeship program;
2. Creating an inclusive IUPAT, where everyone, regardless of gender, race, age, religion, economic background, sexual orientation, or immigration status, feels welcome;
3. Empowering our membership to participate and run our union at every level.

Our future has been and will always be growth through our apprenticeship program. We are in dire need of more apprentices. Therefore, it is vital that we enforce our apprenticeship ratios and empower our union representatives to stand up on behalf of our apprentices. We must open new pathways to opportunities for thousands of people, including women and communities of color, who have historically been underrepresented in our industries, and forge new bonds between our members. I am proud that 2023 produced the most diverse apprentices in our union's history and am particularly heartened to see record growth in our apprenticeship program in places where our union has historically had a harder time recruiting, like in the South with District Council 77 (Georgia, Alabama, Arkansas, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia). We have a chance to build the foundation for an entirely new generation of the IUPAT, and there are no excuses for not growing our apprenticeship program exponentially in this historic moment. Failure is not an option.



General President Jimmy Williams Jr. at the IUPAT caucus that was held during Tradeswomen Build Nations 2023.

My second priority is to ensure every Local Union is fighting like hell to represent **EVERY** member. This means changing our culture to be more inclusive of those who have been historically underrepresented in our union. Representatives must also enforce our contracts, not let employers dictate what our membership should look like, and stand up immediately for our members who face any kind of discrimination on the job.

My third and final priority is building our Local Unions so our members are at the forefront of everything. I want to see member democracy in meetings, members driving organizing campaigns, and members fighting for our issues on job sites and in our communities. Our members run our union, and we have to make sure that they are given every opportunity to be involved, starting at the local level. Our future lies within our ability to activate and empower each and every member. To this end, we have been revamping our new member orientation to try to make sure every member is an active IUPAT member for their entire career.

If we put everything we have into achieving these three priorities, our brightest days are ahead of us. When we

expand the ranks of our apprenticeship program, create an inclusive IUPAT, and empower our membership to run our union, we will be a force that can define our industries and positively transform the lives of tens of thousands of our members in the process.

We are ultimately all in this together. Our union card is what binds us as a union, a family, and a force to be reckoned with both within our industries and as representatives of workers who help keep our countries running. When you become a member of the IUPAT, that card signifies a bond that transcends our differences. We are the IUPAT. Let's go forward into 2024 united to build an even stronger union.



IUPAT members at Tradeswomen Build Nations 2023.

MENSAJE DEL PRESIDENTE GENERAL, JIMMY WILLIAMS JR.

NUESTRA CULTURA DEFINE LO QUE DEFENDEMOS

Ahora que mi segundo año como su presidente general llega a su fin, me enorgullece reflexionar sobre algunos de los cambios positivos que hemos realizado para mejorar la cultura de nuestro sindicato. Tal vez lo más importante es que hemos incorporado casi 3000 nuevos miembros en 2023, el mayor crecimiento de este tipo que hemos tenido en un solo año en más de una década. El crecimiento y la retención de los miembros son fundamentales para los más grandes sueños y aspiraciones de nuestro sindicato. Se encuentran entre las tres prioridades siguientes que, en mi opinión, desempeñarán un papel importante en la conformación de nuestra cultura:

1. Crecimiento constante a través de nuestro programa de formación;
2. Creación de un IUPAT inclusivo, donde todo el mundo, independientemente de su sexo, raza, edad, religión, situación económica, orientación sexual o estatus migratorio, se sienta a gusto;
3. Empoderamiento de nuestros miembros para que participen y dirijan nuestro sindicato a todos los niveles.

Nuestro futuro ha sido y será siempre el crecimiento a través de nuestro programa de aprendizaje. Necesitamos más aprendices con urgencia. Por lo tanto, es vital que cumplamos nuestras cuotas de aprendices y capacitemos a nuestros representantes sindicales para que luchen en nombre de nuestros aprendices. Debemos abrir nuevos caminos de oportunidades para miles de personas, incluyendo a las mujeres y las comunidades de color, que históricamente han estado infrarrepresentadas en nuestras industrias, y forjar nuevos vínculos entre nuestros miembros. Me enorgullece que 2023 haya generado a los aprendices más diversos de la historia de nuestro sindicato y me entusiasma ver un crecimiento récord en nuestro programa de aprendizaje en lugares donde nuestro sindicato ha tenido históricamente más dificultades para reclutar, como en el sur con el Consejo de Distrito 77 (Georgia, Alabama, Arkansas, Kentucky, Mississippi, Carolina del Norte, Carolina



El presidente general Jimmy Williams Jr. en la asamblea del IUPAT que se celebró durante Tradeswomen Build Nations 2023.

del Sur, Tennessee, Texas, Virginia). Tenemos la oportunidad de sentar las bases de una generación completamente nueva del IUPAT, y no hay excusas para no hacer crecer exponencialmente nuestro programa de formación en este momento histórico. El fracaso no es una opción.

Mi segunda prioridad es asegurarme de que todos los sindicatos locales luchen incansablemente para representar a **TODOS** sus miembros. Esto significa cambiar nuestra cultura para ser más inclusivos con quienes históricamente

han estado infrarrepresentados en nuestro sindicato. Los representantes también deben hacer cumplir nuestros contratos, no dejar que los empleadores dicten cómo debe ser nuestra afiliación y defender inmediatamente a nuestros miembros que se enfrentan a cualquier tipo de discriminación en el trabajo.

Mi tercera y última prioridad es moldear a nuestros sindicatos locales para que nuestros miembros estén al frente de todo. Quiero ver la democracia de los miembros en las reuniones, impulsando campañas de organización y luchando por nuestros intereses en los lugares de trabajo y en nuestras comunidades. Nuestros miembros dirigen nuestro sindicato y tenemos que asegurarnos de que se les den todas las oportunidades de participación, empezando a nivel local. Nuestro futuro reside en nuestra capacidad para activar y empoderar a todos y cada uno de los miembros. Con este fin, hemos estado renovando nuestra orientación a los nuevos miembros para intentar asegurarnos de que cada miembro sea un miembro activo del IUPAT durante toda su carrera.

Si lo damos todo para conseguir estas tres prioridades, tenemos por delante nuestros días más brillantes. Cuando ampliamos nuestro programa de formación, creemos un IUPAT inclusivo y empoderemos a nuestros miembros para dirigir nuestro sindicato, seremos una fuerza que podrá definir a nuestras industrias y transformar positivamente las vidas de decenas de miles de nuestros miembros en el proceso.

En definitiva, estamos todos juntos en esto. Nuestra tarjeta de afiliación es lo que nos une como sindicato, como familia y como fuerza, lo cual debemos tener en cuenta tanto dentro de nuestras industrias como en calidad de representantes de los trabajadores que contribuyen a que nuestros países sigan funcionando. Al convertirse en miembro del IUPAT, esa tarjeta significa un vínculo que trasciende nuestras diferencias. Somos el IUPAT. Avancemos hacia 2024 unidos para construir un sindicato aún más fuerte.



A REPORT FROM GENERAL SECRETARY-TREASURER GREGG SMITH



A CULTURE OF SOLIDARITY

As general secretary-treasurer, one of my most crucial tasks is building a culture of resolute solidarity within the IUPAT and making it absolutely clear that our union and the broader labor movement are interconnected. If we're going to drive out the underground economy and greatly increase union density in construction, we cannot do it alone. Reestablishing the permanent values of what it means to be an IUPAT member begins with acknowledging our union has a role to play in trying to change the culture within the labor movement.

As we all know, the construction industry is a stratified industry. On a single job site, there can be over half a dozen contracts for the trades working on it. On these job sites, our stewards are the first line of defense for our membership and any concerns they have. As much as people want to convince us otherwise, our solidarity can and must also extend to the other trades on our job sites. When the electricians, ironworkers, or laborers have issues, especially issues that lead to them taking industrial action, like putting up pickets, it is vital that we have their backs the same way we'd expect them and others to have ours.

Throughout the last year, I've proudly walked picket lines, helping to instill this change and show our members just how important both General President Williams and I think creating this culture of solidarity truly is. It was an honor to be with our General Executive Board and our District Council 36 members in August as we walked with the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) in Los Angeles in their strike against the multi-billion dollar Hollywood Studios. While on those picket lines, I met with many SAG-AFTRA members who were learning about our union for the first time. I shared how our members helped build the studios they work in and learned the issues their members are facing are very similar to ours, like the challenges of the gig economy and misclassification. Our show of solidarity prompted them to offer their own support if ever the IUPAT needs it. Those bonds and relationships that unite us across industries are the worst nightmares of those who want to keep us powerless and weak. The apex of worker power for the building trades has always and will always be rooted in working together across trades. Our unity is our strength.



IUPAT leadership on the SAG-AFTRA picket line in Los Angeles, August 2023.

In September, I joined members of our General Executive Board and District Council 1M members to walk the picket lines in Detroit, Michigan, supporting the United Autoworkers (UAW's) strike against the Big 3 Automakers. Our union hosted a day of action supporting the UAW all across the United States. Our District Councils reinforced picket lines in several states, including California, Florida, Illinois, Missouri, Pennsylvania, Rhode Island, Virginia, West Virginia, and Wisconsin. The same week that IUPAT leadership was in Michigan supporting the UAW, President Biden became the

go to support the UAW on strike in Michigan, in actuality, he ended up going to a non-union auto parts factory miles away from any of the striking autoworkers' picket lines. In my opinion, there is no clearer example in recent memory of what real support for unions like ours looks like compared to false promises. We owe it to ourselves to no longer be fooled by these sorts of tricks. We can see firsthand who truly supports us by watching who shows up on the picket line.

We must acknowledge that our fates are interconnected across unions and industries. It's in our interest to care about and support the UAW members who are fighting to ensure their jobs at the plants we help build and maintain are jobs that provide financial security and stability. It's in our interest to support and care about the Teamsters' historic master contract fight, the largest private-sector bargaining agreement in North America, which has significant ramifications for workers of all industries. It's in our interest to care about and support the writers who work in the Hollywood studios we helped to build. For decades, the wealthy elite have been making demands of working people that are completely unreasonable. As they try to portray that the demands of striking workers are unreasonable, don't buy their lies. Instead, support workers and let it be known that they are winning record contracts by finally standing up and fighting back. As we strive to achieve our greatest hopes and aspirations for our trades and our union, we can learn a lot from the fighting unionists. I've been proud to stand alongside our fellow unionists who have been fighting for better working conditions, including SAG-AFTRA, the Teamsters, the UAW, and the Writers Guild of America. The solidarity they've embodied over the last year is what we seek to emulate in the IUPAT, and I hope you will join me in this essential task to solidify our union.



President Biden joined the UAW picket line in Belleville, Michigan, on September 26, 2023. Photo credit: UAW.

first president in modern U.S. history to walk a picket line by also joining the UAW in Michigan. Politicians often talk about being pro-union, but when it comes time to truly support unions, like when they're on strike, they're nowhere to be found. President Biden quite literally walked the walk when he joined the picket line, and I am hopeful this can begin to turn the tide for politicians who want organized labor's support but don't actually want to support organized labor.

During this historic upsurge in the labor movement, we've got to call out the bullshit when we see it. We've got to stop buying into the gimmicks of those who've lied to us time and again. While former President Donald Trump said he'd



IUPAT leadership on the UAW picket line in Detroit, Michigan, September 27, 2023, including (L to R) General Secretary-Treasurer Gregg Smith, General President Jimmy Williams Jr., Senior Advisor to the General President John Doherty, General Vice President (Central) Charlie Meadows, and Executive Assistant to the General Secretary-Treasurer Bill Francisco.

INFORME DEL SECRETARIO GENERAL Y TESORERO GREGG SMITH



UNA CULTURA DE SOLIDARIDAD

Como secretario general-tesorero, una de mis tareas más cruciales es desarrollar una cultura de solidaridad desinteresada dentro del IUPAT y dejar absolutamente claro que nuestro sindicato y el movimiento obrero en general están interconectados. Si queremos expulsar a la economía sumergida y aumentar considerablemente la densidad sindical en la construcción, no podemos hacerlo solos. El restablecimiento de los valores permanentes de lo que significa ser miembro del IUPAT empieza por reconocer que nuestro sindicato tiene un papel que desempeñar en el intento de cambiar la cultura dentro del movimiento obrero.

Como todos sabemos, el sector de la construcción es una industria estratificada. En un solo lugar de trabajo puede haber más de media docena de contratos para los oficios que trabajan en él. En estos lugares de trabajo, nuestros delegados son la primera línea de defensa de nuestros miembros y para cualquier preocupación que tengan. Por mucho que la gente quiera convencernos de lo contrario, nuestra solidaridad puede y debe extenderse también a los demás oficios en nuestros lugares de trabajo. Cuando los electricistas, los herreros o los obreros tengan problemas, especialmente problemas que les lleven a

actuar en consecuencia, como levantar huelgas, es vital que les cubramos las espaldas de la misma manera que esperaríamos que ellos y otros nos cubrieran las nuestras.

A lo largo del último año, he recorrido con orgullo piquetes de huelga ayudando a inculcar este cambio y a mostrarles a nuestros miembros lo importante que tanto el presidente general Williams como yo pensamos que es desarrollar esta cultura de solidaridad. Fue un honor estar con nuestra Junta Ejecutiva General y con los miembros de nuestro Consejo de Distrito 36 en agosto cuando caminamos con el Sindicato de Actores de Cine-Federación Estadounidense de Artistas de Radio y Televisión (SAG-AFTRA) en Los Ángeles en su huelga contra los multimillonarios de Hollywood Studios. Mientras estaba en esos piquetes, conocí a muchos miembros del SAG-AFTRA que escuchaban sobre la existencia de nuestro sindicato por primera vez. Compartí cómo nuestros miembros ayudaron a construir los estudios en los que trabajan y aprendí que los problemas a los que se enfrentan sus miembros son muy similares a los nuestros, como los retos de la economía informal y la clasificación errónea. Nuestra muestra de solidaridad les incitó a ofrecer su apoyo si alguna vez el IUPAT lo necesita. Esos lazos y relaciones que

Dirigentes del IUPAT en la línea de piquete del SAG-AFTRA en Los Ángeles, agosto de 2023.



nos unen a través de las industrias son las peores pesadillas de quienes quieren mantenernos impotentes y débiles. La cúspide del poder obrero para los oficios de la construcción siempre ha estado y estará enraizada en el trabajo conjunto entre ellos. Nuestra unión es nuestra fuerza.

En septiembre, me uní a los miembros de nuestra Junta Ejecutiva General y a los miembros del Consejo de Distrito



El presidente Biden se unió a la línea de piquete de UAW en Belleville, Michigan, el 26 de septiembre de 2023. Crédito fotográfico: UAW.

1M para recorrer las líneas de piquete en Detroit, Michigan, apoyando la huelga de Trabajadores del Automóvil Unidos (UAW) contra los 3 grandes fabricantes de automóviles. Nuestro sindicato organizó una jornada de acción de apoyo a UAW en todo Estados Unidos. Nuestros Consejos de Distrito reforzaron los piquetes en varios estados, como California, Florida, Illinois, Misuri, Pensilvania, Rhode Island, Virginia, Virginia Occidental y Wisconsin. La misma semana en que la dirección del IUPAT estaba en Michigan apoyando a UAW, el presidente Biden se convirtió en el primer presidente de la historia moderna de EE. UU. en recorrer una línea de piquete uniéndose también a UAW en Michigan. Los políticos hablan a menudo de estar a favor de los sindicatos, pero cuando llega el momento de apoyarlos de verdad, como cuando están en huelga, no aparecen por ninguna parte. El presidente Biden demostró su apoyo al unirse a la línea de piquete, y tengo la esperanza de que



Dirigentes del IUPAT en la línea de piquete de UAW en Detroit, Michigan, el 27 de septiembre de 2023, incluyendo (de izquierda a derecha) el secretario-tesorero general Gregg Smith, el presidente general Jimmy Williams Jr., el asesor sénior del presidente general John Doherty, el vicepresidente general (centro) Charlie Meadows y el asistente ejecutivo del secretario-tesorero general Bill Francisco.

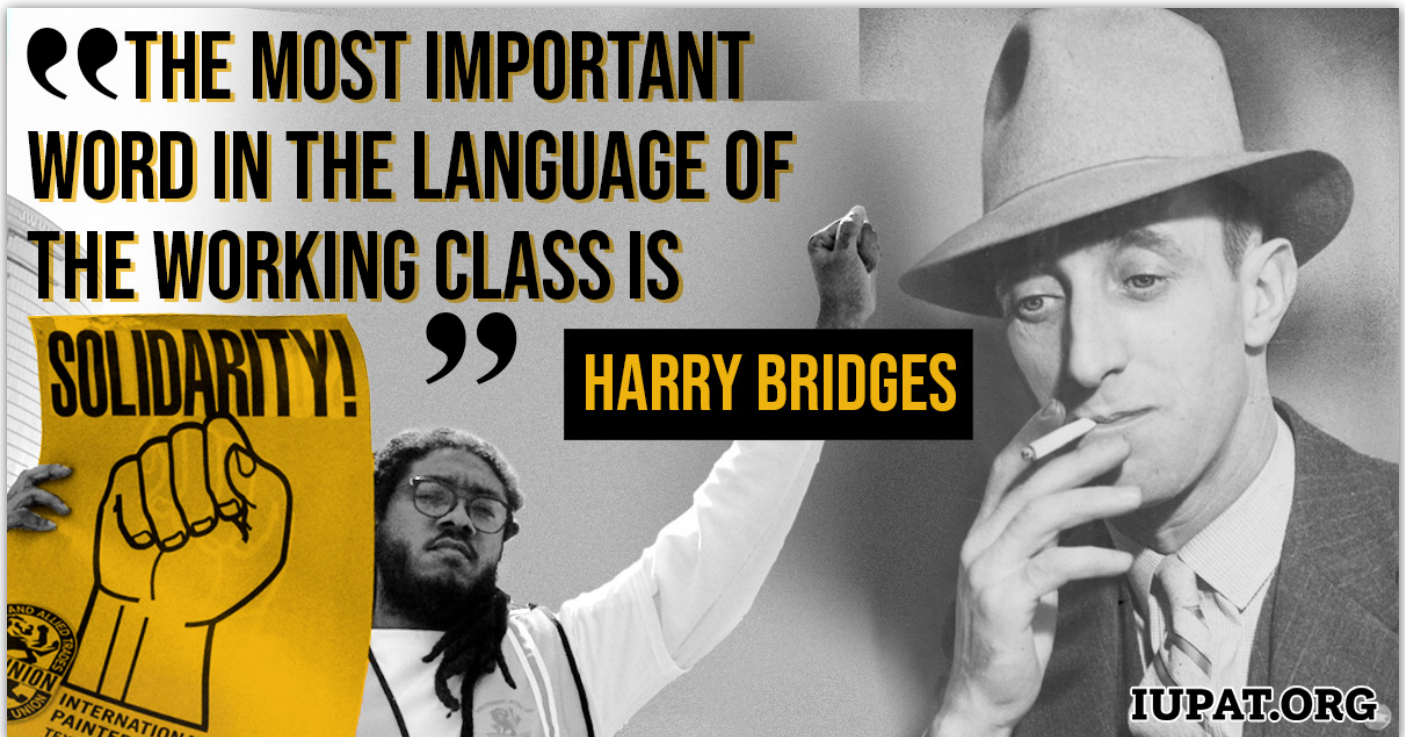
esto pueda empezar a cambiar la tendencia de los políticos que quieren el apoyo de los trabajadores organizados pero que en realidad no quieren apoyarlos.

Durante este auge histórico del movimiento obrero, tenemos que denunciar las estupideces cuando las veamos. Tenemos que dejar de tragarnos las mentiras de quienes nos han engañado una y otra vez. Aunque el ex presidente Donald Trump dijo que iría a apoyar a UAW en huelga en Michigan, en realidad terminó yendo a una fábrica de autopartes no sindicalizada a kilómetros de distancia de cualquiera de las líneas de piquetes de los trabajadores automotrices en huelga. En mi opinión, no hay un ejemplo más claro en la memoria reciente de cómo es el apoyo real a sindicatos como el nuestro frente a las falsas promesas. Nos debemos a nosotros mismos no dejarnos engañar más por este tipo de trucos. Podemos ver de primera mano quién nos apoya de verdad observando quién aparece en la línea de piquete.

Debemos reconocer que nuestros destinos están interconectados entre sindicatos e industrias. Queremos apoyar a los miembros de UAW que luchan por garantizar que sus empleos en las plantas que ayudamos a construir y mantener sean empleos que les proporcionen seguridad y estabilidad financiera. Nos importa y queremos apoyar la histórica lucha de la Hermandad internacional de camioneros por el contrato maestro, el mayor convenio colectivo del sector privado en Norteamérica, que tiene importantes ramificaciones para los trabajadores de todas las industrias. Queremos apoyar a los guionistas que trabajan en los estudios de Hollywood que ayudamos a construir. Durante décadas, la élite adinerada ha planteado a los trabajadores exigencias totalmente irrazonables. No crean sus mentiras para intentar hacer creer que las exigencias de los trabajadores en huelga no son razonables. En su lugar, apoyen a los trabajadores y den a conocer que están consiguiendo contratos récord al finalmente levantarse y luchar. A medida que nos esforzamos por alcanzar nuestras mayores esperanzas y aspiraciones para nuestros oficios y nuestro sindicato, podemos aprender mucho de los sindicalistas luchadores. Me he enorgullecido de estar al lado de nuestros compañeros sindicalistas que han estado luchando por unas mejores condiciones de trabajo, incluidos el SAG-AFTRA, la Hermandad internacional de camioneros, UAW y el Sindicato de Guionistas de Estados Unidos. La solidaridad que han encarnado durante el último año es lo que pretendemos emular en el IUPAT, y espero que se unan a mí en esta tarea esencial para solidificar nuestro sindicato.

IUPAT CASH & INVESTMENTS

	BALANCE AT 1/1/2023	ACTIVITY INCREASE (DECREASE)	BALANCE AT 9/30/2023
OPERATING FUNDS			
General Fund	39,048,634	263,051	39,311,685
Organizing Fund	3,438,015	(921,045)	2,516,969
Building Corp	4,187,808	(559,194)	3,628,615
Total Operating Funds	\$ 46,674,457	\$ (1,217,188)	\$ 45,457,269
OTHER FUNDS			
AD&D	488,506	(17,836)	470,670
Death Benefit	29,947,704	(295,797)	29,651,907
Convention	4,360,716	1,192,803	5,553,519
Issues Campaigns	238,022	(18,194)	219,828
FIDR Fund	987,287	60,960	1,048,247
Total Other Funds	\$ 36,022,235	\$ 921,936	\$ 36,944,171
Total IUPAT Cash & Investments:	\$ 82,696,692	\$ (295,252)	\$ 82,401,440



JOB CORPS

LOOKING FOR QUALIFIED PRE-APPRENTICES FOR WORK IN YOUR AREA?
CONTACT OUR JOB CORPS PLACEMENT COORDINATORS:

National Project Coordinator Lawrence Burgess

CENTRAL WEST **CENTRAL EAST**
JAMES STAATS | (410) 491-6505 TIM SORRELL | (202) 262-0537

JOB CORPS PRE-APPRENTICESHIP STUDENTS ATTEND EXPO

On July 27, 2023, instructors and pre-apprenticeship students from California Job Corps Centers in Long Beach, San Diego, and Inland Empire attended the Graco-3M Application Expo sponsored by Sherwin-Williams. The all-day event at Angel Stadium in Anaheim, California, was a great opportunity for the students to engage in real-world applications, try out new sprayers and apply different materials. They also had the chance to network and meet contractors and union reps.



BIG POSSIBILITIES

In September 2023, the IUPAT Job Corps program and District Council 14 participated in the Big Possibilities project at the Theophilus Schmid Elementary School in Chicago. Representatives from Job Corps and DC 14 engaged with students, showing and explaining what painters do. They also took the time to inform parents, educators and other attendees about the opportunities that a career with the IUPAT can provide.



COMMUNITY INVESTMENT

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

DC 9 MEMBERS SUPPORT LGBTQIA+ AND PUERTO RICAN COMMUNITIES



District Council 9 members at the 2023 NYC Pride March



For the first time, District Council 9 members participated in the 2023 National Puerto Rican Day Parade in NYC. DC 9 represents Puerto Rican members in New York City and, under its newly chartered Local Union 1895, Puerto Rico.



DISTRICT COUNCIL 14 | ILLINOIS, INDIANA

DC 14 MEMBERS VOLUNTEER AT MIGRANT SHELTER

Members of District Council 14 recently volunteered their time cleaning and organizing around the Todo Para Todos migrant shelter in the Pilsen neighborhood of Chicago. The facility runs entirely on donations and volunteers to care for more than 100 asylum seekers, including families and children. Other labor and community organizations volunteers included the Chicago Federation of Labor, United Way of Metro Chicago, LIUNA Chicago Laborers' District Council, Chicago Jobs with Justice, Chicago Metro LCLAA, and the Chicago Teachers Union.



DISTRICT COUNCIL 46 | ONTARIO

SMUDGING CEREMONY

In 2023, the office of District Council 46/Local 1671 had the honour of hosting the Thunder Bay Indigenous Friendship Centre (TBIFC) for a smudging ceremony performed by Elder Nathaniel Moses of Thunder Bay.

It was an opportunity to learn about some of the basic teachings and procedures of the indigenous culture while simultaneously performing a ceremony to bless and promote positivity on the DC 46/Local 1671 grounds using indigenous teachings, tools, and medicines.



Back, L to R: LU 1671 retiree Victor Leonardi, Sherri Edwards (guest), LU 1671 member Harold Blanchette, LU 1671 President Stuart McBain, and LU 1671 apprentice Jesse Hardy. Front, L to R: TBIFC Director of Operations Serena Essex, TBIFC Cultural Resource Coordinator Gloria Range, LU 1671 Business Representative Andre Pellerin, TBIFC Executive Director Charlene Baglien, LU 1671 Trustee Quang Co, and Elder Nathaniel Moses.

COMMUNITY INVESTMENT

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

DC 21/LU 2011 SHOWS L.O.V.E. TO THE COMMUNITY

Members of District Council 21/Local Union 2011 (Philadelphia) have spent the past three years working with L.O.V.E. Is The Answer, a national movement working to bridge the police-community divide and foster trust and understanding. L.O.V.E. Is The Answer achieves this goal by implementing its L.O.V.E. framework—Learn. Open. Volunteer. Empower.—into action. L.O.V.E. Is The Answer is also focused on corporate diversity and inclusion, anti-bias training, and community reconciliation.

In 2023, LU 2011 collaborated with The Bucks County Office of Diversity and Inclusion, The Peace Center, Bristol Township and their police department, Central Bucks SD students, and local artists, volunteers, and community partners on a mural representing the L.O.V.E. Is The Answer movement. Local 2011 helped prepare a building for painting and covered the finished mural with anti-graffiti coating.

Local 2011 is proud to volunteer their time and skills to help create a powerful piece of artwork that represents a great cause.





DC 46 HELPS RAISE PROSTATE CANCER AWARENESS

On June 3, 2023, District Council 46 teamed up with The Walnut Foundation for a 10km walkathon to raise awareness about prostate cancer and men's health. Prostate cancer is the most common form of cancer in men, and one in eight men will be diagnosed with prostate cancer.

In attendance were representatives from the three levels of government and as well as Toronto Medical Officer of Health, Dr. Eileen de Villa. They all praised DC 46 for joining the prostate cancer conversation and encouraging members to be proactive and take their health seriously. Prostate cancer, if caught early, can be cured. Dr. de Villa reminded us that it is recommended to start prostate cancer screening through a prostate-specific antigen (PSA) blood test or by digital examination at the age of 50 (40 for those at high risk).

One of the event organizers, DC 46 Political Director and Business Representative Ivan Dawns, spoke of losing family members and union siblings to the disease. He told attendees that mourners often remark that testing may have saved their loved one. Brother Dawns stressed that Canada's Building Trades Unions are 90 percent men and it is our responsibility to educate one another on the risks. "We believe in health and safety. We want our members to go to work and come home to their families safe and to live a long and healthy life," said Dawns.

The event raised over \$15,600, with all proceeds going towards prostate cancer research, support for men living with prostate cancer, support for families of someone who has died from the disease, and an annual scholarship in the form of an endowment for a student to study oncology or urology at the University of Toronto.

The Walnut Foundation is a non-profit organization that gives one-on-one support to men living with prostate cancer and also works with Princess Margaret Hospital for prostate cancer research. All members of the board are prostate cancer survivors. They are all volunteers, so 100 percent of the funds raised go towards this cause.



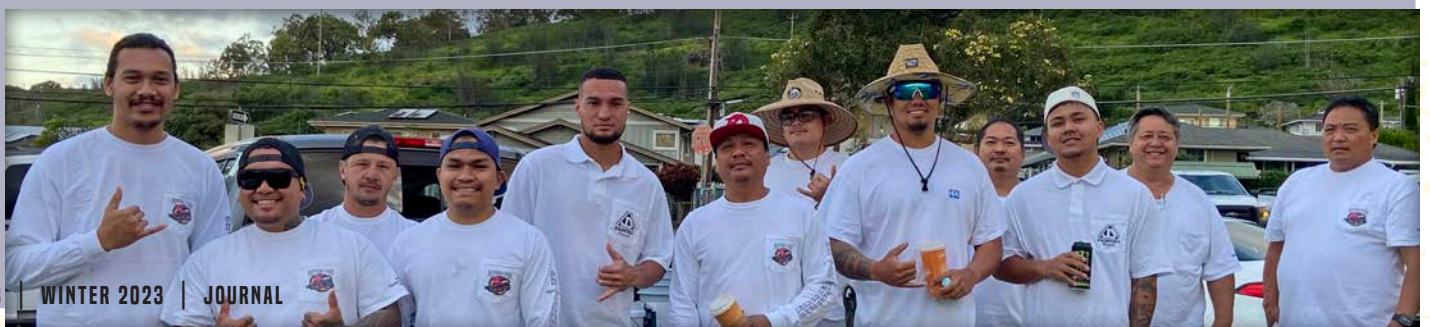
COMMUNITY INVESTMENT

DISTRICT COUNCIL 50 | HAWAII

DC 50 VOLUNTEERS GIVE BACK TO THEIR COMMUNITIES

In April and May 2023, DC 50 staff and members joined the DC 50 Women's Committee and the Young Lion's Club to give back through community service projects like the IUPAT Community Day of Action, the AFL-CIO Labor of Love, and the Hawaii Food Bank Drive.

DC 50 worked to enhance and beautify Dole Middle School on the island of Oahu by repainting the student health center and classroom building exteriors throughout the campus. Volunteers also lent support to the Hawaii Letter Carriers Food Bank Drive by assisting in sorting and packing donations. Mahalo to all of these amazing volunteers for their time and energy!



DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

DC 57 MEMBERS REPAIR BURGLARIZED RESTAURANT

In June 2023, two District Council 57 members volunteered to repair damage caused by a break-in at El Pollon, an immigrant-owned restaurant near DC 57's union hall in Carnegie, Pennsylvania. DC 57 Organizer Dennis Alvirena-

Flores and DC 57 Glazing Coordinator Thaddeus Szymkowiak spent a morning replacing a broken glass pane, reminding the shop owners that DC 57 has their back.



L to R: DC 57 Glazing cCoordinator Thaddeus Szymkowiak and DC 57 Organizer Dennis Alvirena-Flores.

DISTRICT COUNCIL 81 | IOWA, COLORADO, ILLINOIS, NEBRASKA, SOUTH DAKOTA, WYOMING

BRUSHES AND BADGES



On August 9, 2023, District Council 81 held an event at its office in Des Moines, Iowa, to inspire and educate young people about the painting trade. The event was a collaboration between the United Way, the Girls Scouts, and District Council 81, designed to showcase the various aspects and opportunities within the industry.

The event included interactive displays, hands-on activities, and educational games to engage the attendees. There were demonstrations of different painting techniques, and insights about safety protocols in the trade were shared. The participants had the opportunity to try their hand at painting and learn from experienced professionals. Additionally, seasoned painters delivered presentations, sharing their personal experiences and highlighting the benefits and potential for growth in the painting trade. It was a successful event that showed the younger generation that this industry can be a pathway to a fulfilling career.

MEMBERS IN ACTION

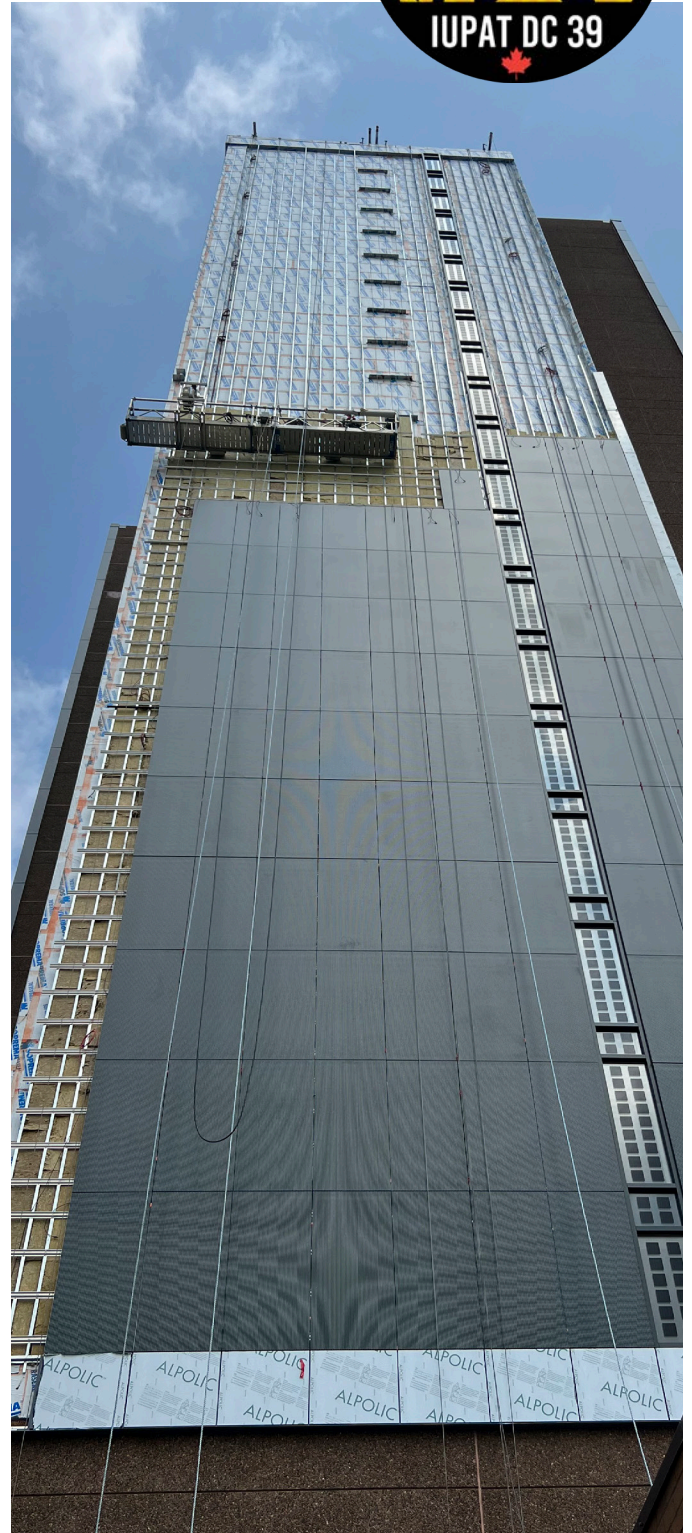
DISTRICT COUNCIL 39 | ATLANTIC PROVINCES

SAINT MARY'S UNIVERSITY SOLAR PANEL WALL

The tallest and largest solar-integrated building in North America is being installed by District Council 39/Local Union 1439 glazing members and signatory contractor Markland Associates Ltd. at the Saint Mary's University (SMU) Loyola Building in Halifax, Nova Scotia.

Mitrex, a Toronto-based manufacturer, provided materials for the project, which were developed to be seamlessly integrated into a building's facades, roofs, or windows. SMU's upgraded building will help to further reduce gas emissions and create a greener future.

We are extremely proud of our members working on this wonderful green energy project!



SERVICING UPDATE

General Vice President for Service Mark Komaromi

MARKET SHARE AND RETENTION

With many mega projects happening throughout the United States and Canada, we must keep our eyes open and position ourselves to gain market share.

History has shown that when there are big projects requiring workers, we often focus our efforts on ensuring those craft needs are met, and we sometimes overlook the smaller projects. We can't continue to make this mistake; we must organize more members and contractors. We need to ramp up our efforts to meet the supply and demand of all upcoming projects, and more importantly, we must not forget to maintain what we already have. Let's support our contractors and ensure they have the workforce required by providing them with our skilled members.

This year, we expect a megaproject boom for our trades. In many areas, the workforce demands will be unbelievable. This is where we must look for new opportunities to organize and gain market share, but we must also remember the work that has been in our areas for decades. In the past, we gravitated to overtime projects and, as a result, lost market share in our historical markets. It is always harder to regain what has been lost than to maintain what we already have. We must avoid making the same decisions that negatively impact us. Let's reach out to our potential

residential partners and grow those markets. Let's canvas our surrounding areas and bring in neighbors, church groups, and all of our community partners to grow our great union.

Let's also not forget the importance of retaining and recruiting apprentices. We must reach out to apprentices and train, coach, and foster our relationships with them to build our future. It's clear that with all of the infrastructure work coming out, we truly have an opportunity to grow our union. Growing our union is a collective effort and doesn't stop at the local leadership level. We all must educate new, existing, and non-union workers on the benefits of being in our union. You, as a member, play a big role in our growth. Without your voice in the field, your communities, and your personal circles, our impact would not be as strong as it is. We need everyone to move in the same direction to make this happen.

The high time for work within our trades will begin in the next two quarters. We must make strategic plans and goals to prepare ourselves so that we are ready for the many projects, both big and small, that are coming our way. We cannot afford to wait. Now is the time for us to grow, and we can only accomplish this together.



WE ARE UNION STRONG

MEMBER ORGANIZING

DISTRICT COUNCIL 1M | MICHIGAN

DC 1M SIGNS NATIONAL INDUSTRIAL SHOP COATINGS



National Industrial Shop Coatings signed on as a contractor with District Council 1M/Local Union 1803 last summer. The company will help with infrastructure work. L to R: Jim Wolfe, Josh Reeves, Julie Murphy, Jed Bonnell, Matt Madajski, DC 1M delegate and LU 1803 member Craig Turner, LU 1803 Business Representative Josh Ovalle, and Bret Hilscher.

**ROBUST INFRASTRUCTURE INVESTMENTS
SHOULD BE ROUTINE, NOT RARE.**



**178 MILLION TRIPS
ARE TAKEN ACROSS
STRUCTURALLY DEFICIENT
BRIDGES EVERY DAY**



**50,000 BRIDGES
ARE CONSIDERED
STRUCTURALLY DEFICIENT**



**42% OF BRIDGES
ARE AT LEAST
50 YEARS OLD**



**231,000 BRIDGES
COUNTRY-WIDE NEED REPAIR
& PRESERVATION WORK**

IUPAT.ORG

GOVERNMENT AFFAIRS UPDATE

General Vice President for Government Affairs Liz McElroy

Just as we all do this time of year, I'm taking some time to reflect on the year behind us and make plans for the new year. We had a lot of political and policy wins in 2023. Some were new, and others were continuations related to U.S. federal investments. For this *Journal*, I'd like to highlight a few of those wins.

U.S. Elections

IUPAT District Councils were actively engaged in supporting candidates across the country at every level of government this year. Some highlights include:

- Two big statewide wins for Andy Beshear (KY-Governor) and Dan McCaffrey (PA-Supreme Court) will have impacts on infrastructure dollars, voting rights, and more.
- Houston, Texas, and Philadelphia, Pennsylvania, two of the largest cities in the United States, held mayoral elections this year. Our District Councils were out early for support of both eventual winners, despite crowded races, helping John Whitmire win a run-off election and propelling Cherelle Parker to become the first black woman to lead Philadelphia.
- And, in a brushback to Governor Glenn Youngkin's extremist positions, IUPAT supported candidates who won close elections in the Virginia Senate and House of Delegates, helping a pro-worker majority take control of both chambers.

Legislative & Policy Wins

- In August, Vice President Kamala Harris and Acting Secretary of Labor Julie Su visited District Council 21 in Philadelphia to announce the final rule updating prevailing wage. While extreme, anti-union officials continue to try dismantling it, the Biden Administration made updates to strengthen Davis-Bacon.

- The Bipartisan Infrastructure Law, championed by President Joe Biden, was signed into law just over two years ago and is already funding rebuilding roads and bridges, upgrading our water infrastructure, expanding access to high-speed internet access, and making our economy more competitive. In just two years, we've seen:

- o \$400 billion in funding on 40,000 projects across all 50 states. Importantly, the work is happening in over 4,500 communities, including those that are historically underserved and have not seen this level of investment in generations,
- o Improvements on 135,800 miles of roads and over 7,800 bridge repair projects, increasing safety and reconnecting communities across the country,
- o Investment in close to 200 airport terminal projects to modernize and expand terminals,
- o The creation of seven regional clean hydrogen hubs with \$50 billion in public/private investment.

All of this will allow IUPAT to continue to bring in more apprentices and members across our industries.

- In Canada, the 2023 Fall Economic Statement included plans for the Investment Tax Credits for investments in clean energy, clean technology, hydrogen, and carbon capture. These credits will provide financial incentives to employers who adhere to the new prevailing wage definition based on regional collective bargaining agreements and apprenticeship requirements.

Looking Toward 2024

As we look toward 2024, we must build on these policy and political wins. Elected officials—even the ones who we help elect and who generally support the trades and unions—are not going to create the policies we need if we don't ask them to do it and then hold them accountable to make it happen.

Vice President Kamala Harris (left) and Acting Secretary of Labor Julie Su (right) on a recent visit to District Council 21 in Philadelphia.



POLITICAL ACTION

DISTRICT COUNCIL 51 | MARYLAND, DISTRICT OF COLUMBIA, VIRGINIA

DC 51 GOTV LABOR CANVAS

In 2023, DC 51 members did their part to Get Out The Vote in Virginia by canvassing for labor-endorsed candidates in the state Senate and state House races. They stood shoulder to shoulder with their fellow Virginians, spreading the word about the importance of voting for candidates who will fight for fair wages, safe working conditions, and the

dignity of all workers. DC 51 is committed to stopping the anti-worker agenda, advocating for pro-worker legislation, and pushing for policies that benefit working families. It's not just a right but a responsibility. Your vote can help elect leaders who stand up for workers' rights.



DC 51 members and families, including General Vice President for Government Affairs Liz McElroy and DC 51 BM/ST Brian Courtien (both center), on a labor walk in Virginia. Their efforts led to a successful win of the State House and Senate majority with labor advocate candidates.

JUSTICE FOR ALL WORKERS

DISTRICT COUNCIL 51 | MARYLAND, DISTRICT OF COLUMBIA, VIRGINIA

DC 51 AND TOWSON UNIVERSITY STUDENTS COLLABORATE FOR WORKER RIGHTS

District Council 51's Organizing Department has partnered with the students of Towson University to champion the cause of workers' rights. This collaboration aims to shed light on the pressing issues of wage theft, worker misclassification, and other exploitative practices that are rampant within our industries. The goal is to empower workers, ensuring they are treated fairly and with the respect they deserve. DC 51 and the Towson students believe in the power of collective action and are confident that this partnership will bring about positive change.



DISTRICT COUNCIL 82 | MINNESOTA, MONTANA, NORTH DAKOTA, SOUTH DAKOTA, WISCONSIN

MARCH FOR DIGNITY AND RESPECT



In a demonstration of solidarity and advocacy for the rights of construction workers, District Council 82 members joined hosts Centro De Trabajadores Unidos En La Lucha (CTUL) and Jewish Community Action in a march and rally with dozens of construction workers, union members, concerned community members, and allies to participate in the March for Dignity and Respect: Nothing Gets Built Without These Hands.

The march demanded that developers Solhem, Yellow Tree, and United Properties participate in the Building Dignity and Respect (BDR) Program, thereby committing to better working conditions for their construction employees.

Alleged violations by the developers include child labor, threats of deportation, massive wage theft, and unsafe working conditions. The march also educated the community about these challenges faced by construction workers.

We thank the many DC 82 members who showed up to this event ready to support their fellow workers and demand respect and accountability from unscrupulous contractors in the Twin Cities.

ORGANIZING UPDATE

General Vice President for Organizing Shane Smith

Our Goals and How They Lead to Success

During the IUPAT Leadership Conference In August, General President Williams talked about his plan for growing our apprenticeships, becoming a more diverse, equitable, and inclusive union, and activating our membership. I would like to talk about some organizing campaigns that explain what the General President is looking for from our District Council and International staff.

Floor Covering Initiative

Based on the recondition of the Floor Covering Craft Committee formed by General President Williams in 2021, we launched the Floor Covering Initiative last February, focusing on Seattle, San Diego, and Las Vegas. So far, this campaign has brought in 14 new contractors and almost doubled the size of our San Diego and Seattle floor covering Local Unions. In each of these cities, we conducted blitzes utilizing organizers from around the country who contacted hundreds of workers and contractors to identify issues in the industry and build their campaigns.

In San Diego, District Council 36 created a collective bargaining agreement to fit the market, which helped them sign 10 contractors. They also worked to get additional funding for the FTI through legislation that uses California state's proceeds from recycled carpet to help fund their apprenticeship.

In Seattle, District Council 5 identified major misclassification issues in their public works where employers are utilizing the labor broker system to avoid paying prevailing wages and taxes. They are now building a coalition to pass legislation to level the playing field for legitimate contractors like ours.

In Las Vegas, District Council 16 is partnering with the University of Nevada, Las Vegas to build a study that

will support their fight against misclassification and non-payment of prevailing wages. They also have started to engage their membership on industry issues and identify internal issues that need to be addressed through house calls.

Deferred Action

Working in coalition with eight of our District Councils, the AFL-CIO, and community groups, we created our Deferred Action for Labor Enforcement campaign, also known as DALE. We have won the creation of a clear process to request protections for undocumented workers involved in labor disputes. This includes the protection from deportation and the ability to get work authorization for up to two years. Thanks to the Biden administration, the deferred action process helps limit the ability of employers like Unforgettable Coatings in Las Vegas, which the Department of Labor fined over \$3 million for not paying overtime. It stops bad actors from using a worker's immigration status to exploit, harass and intimidate them from taking collective action to improve their working conditions. This gives hard-working, honest people a pathway to work for legitimate union employers and provides more equity for immigrant workers involved in our organizing campaigns. This campaign has helped and will continue to help our union build trust in immigrant communities that now make up a significant portion of the workers we must organize.

Strategic Cities

Under the guidance of Lead Organizer Ildelfonso Magana, our **Strategic Cities** of Houston, Texas (DC 10); Washington, DC (DC 51); Nashville, Tennessee (DC 58); Atlanta, Georgia (DC 77); and Denver, Colorado (DC 81); are running comprehensive organizing campaigns in some of the toughest areas to organize. These areas are the foundation of much of the anti-union movement we see today.

In July 2023, the **Strategic Cities Summit** was held at the International campus in Hanover, Maryland. District Council representatives from the Strategic Cities of Houston, Texas (DC 10); Washington, DC (DC 51); Nashville, Tennessee (DC 58); Atlanta, Georgia (DC 77); and Denver, Colorado (DC 81) were joined by community partners Jobs with Justice, the Georgia Latino Alliance for Human Rights (GLAHR), Georgia Stand Up, New World Foundation, and Workers Defense Project to strategize and discuss organizing efforts in those locations.



In Denver, District Council 81 formed a Voluntary Activist Committee with the help of our community partner, Jobs with Justice. These members were instrumental in winning six seats in the City Council. They did this by showing up to job actions that helped tie elected officials to our issues. They attended City Council meetings and volunteered for block walks and phone banks. Because of the work of District Council 81 and their coalition of labor and community groups, an ordinance was passed that increased fines for wage theft and misclassification, holding general contractors accountable for hiring subcontractors who commit violations.

In Nashville, District Council 58 was able to flip the Nashville Airport project from Specialty Finishes to an organizing target of DC 77. This is the first time our union has been able to do this in decades.

In the District of Columbia-Maryland-Virginia areas, District Council 51 has built strong community allies and collected over \$200,000 in back wages. It will have filed four National Labor Relations Board elections by the end of 2023.

In Houston, District Council 10 has used the issues from their organizing campaigns and infrastructure opportunities to build relationships with the school district that will lead to better protections for workers and opportunities for our signatory contractors. This is the most effective the IUPAT has been in the South for decades, and all this work is being done with the help of our members and community partners.

Ottawa Residential Paint Organizing

In the residential single-family/multi-family housing market in Ottawa, District Council 46 has built a grassroots campaign starting with no market share and no members. They have certified close to 30 contractors in a year, which will give them a 70 percent market share in residential paint. They did this by making sure that they brought in organizers who could relate and communicate with the immigrant workers they were organizing. They then hired one of those workers to be their representative/organizer in the area. Brothers and sisters, this is what General President Williams means when he talks about diversity, equity, and inclusion. Once District Council 46 gets its collective bargaining agreement in place, it stands to gain over 250 new members.

Our work as a union does not end with a signed contract. The key to maintaining and generating future success will be based on how well we can educate, retain, and activate our membership. To do this, we need your help educating new members and encouraging them to get involved.



L to R: DC 77 Director of Organizing David Webster, DC 77 Communications Director Cameron Michelson, DC 77 Organizer Syed Adnan, DC 77 Organizer Mark Wiggins, DC 77 Organizer Antonio Cruz, and DC 77 Organizing Representative Melanie Silverstein, show their support for Labcorp workers.

In Atlanta, District Council 77 took on Labcorp, which operates in almost every state in the country. Even with unlimited funding and union-busting tactics, Labcorp could only get eight more votes than us in the first election. But because of the strong organizing committee DC 77 has built, they are hoping to win a second election.

District Council 46 organizing blitz in Ottawa in November 2023. L to R: DC 46 Business Representative Stephane Emond, DC 77 Organizing Representative Melanie Silverstein, DC 21 Business Representative Roberto Rios, DC 51 Business Representative Herbert Zaldivar, DC 46 Business Representative Edgar Pacheco, DC 46 Business Representative Enzo Di Piazza, General Vice President for Organizing Shane Smith, DC 46 Director of Organizing Franco Santeramo, General President Jimmy Williams, Senior Advisor to the General President Maria Foster, DC 46 Business Representative Enrique Rosas, DC 46 Business Representative Joey Arcchi, DC 35 Business Representative Martin Castillo, and DC 46 Business Representative Raulin Espinol.



CORPORATE GREED IS A MORAL CRISIS. WORKING PEOPLE ARE FIGHTING BACK.

Workers across the country are embracing their power in unprecedented ways. Many hope this “hot labor summer” is just the beginning.

by Rosalyn Pelles and William J. Barber II

Workers have had enough.

In what many have labeled “hot labor summer,” hundreds of thousands of laborers are raising their voices and taking to the streets to demand living wages and better working conditions.

From thousands of writers and actors in Hollywood to thousands of airport workers at major travel hubs nationwide to hotel workers in Southern California, working people across the country and across industries are embracing their power in unprecedented ways. Starbucks workers are boldly calling out corporate greed and fighting for a fair contract; hundreds of thousands of UPS drivers have possibly averted what would have been one of the largest walkouts in U.S. history at a single employer by flexing their muscles to win a historic contract; and laborers with the Union of Southern Service Workers are challenging the legacy of Jim Crow in the South as they call out exploitative employers like Waffle House.

The power of this moment is impossible to ignore. Beyond grabbing headlines, the wave of recent strikes and union activity is driving change across industries. Workers are standing together to challenge a system that puts all the power in the hands of employers. From A-list actors to fast-food cooks, workers are united in their fight against the rapacious CEOs padding company profits while working people struggle to survive.

Workers joining together and speaking out have helped make unions more popular than they have been in years, with more than 70% of Americans saying they approve of unions (the highest that number has been since 1965)—and it’s no surprise why. Workers in unions earn an average of 18% more than non-union workers and have better access

to paid leave and healthcare. This is part of why union membership serves as a way to combat racial and gender wealth gaps and lessen income inequality.

In the U.S., poverty is a death sentence. It kills more people than homicide, respiratory disease, gun violence, and opioid overdoses—and that was before the Covid pandemic.

While employers dig in to protect the status quo, workers’ united demands are simple: choose justice, end poverty, and save lives. Workers are building on a long history in the United States of framing living wages and a voice on the job as a moral issue. President Franklin D. Roosevelt adopted the moral argument of the Social Gospel when he declared that “no business which depends for existence on paying less than living wages to its workers has any right to continue in this country.”

Not only is raising pay and giving workers a voice on the job the right thing to do, it’s a matter of life or death. Researchers at the University of California, Riverside, recently released a study showing that poverty is the fourth leading cause of death in America, killing hundreds of thousands every year. In the U.S., poverty is a death sentence. It kills more people than homicide, respiratory disease, gun violence, and opioid overdoses—and that was before the Covid pandemic.

It has been 14 years and three presidents since Congress last raised the federal minimum wage. In 2021, 112 million people—one in three people—were poor or low-income, and 52 million of those people were working for less than \$15 an hour. Wages are not keeping pace with inflation and the skyrocketing cost of housing, and the end of pandemic-era federal programs is only worsening the crisis for low-income families who work tirelessly to put food on the table and keep a roof over their heads. Our demand for a

living wage is the moral issue our nation's leaders should be focused on. Isaiah 10 says, "Woe unto those who legislate evil and rob the poor of their rights and make women and children their prey." It is a moral travesty for us to stand idly by as the wealthy in this nation continue to become richer while our country's most vulnerable are being denied basic human rights like healthcare and living wages.

While corporate profits are skyrocketing—with the S&P 500 hurtling toward another record high this year—close to 6.5 million working people are living below the poverty line. Executive pay has soared by close to 1,500% over the past 43 years, and this year, the revenue threshold for making the Fortune 500 list went up 13% from last year to \$7.2 billion. As corporations hoard money and power year after year, the workers who help generate that wealth continue to be exploited while seeing none of the earnings. The situation isn't just absurd, it's dangerous, and the cost is death.

Instead of listening to their workers, corporations have threatened to wait out strikes until workers are homeless or delay and delay negotiations with the hope that workers lose steam. While workers brave the heat, corporations have been ruthless, like airline contractors who failed to provide cabin cleaners with water in 110-degree heat or Hollywood studios who cut down the trees that provided striking writers with shade on the picket line.

It's clear who has the moral high ground here.

If wealthy companies won't act, our elected leaders need to force them to do the right thing. We need bold proposals like the Third Reconstruction resolution proposed by members of Congress to bring about economic justice in the United States and a comprehensive approach to address poverty and other systemic injustices. Drawing on the history of the Reconstruction following the Civil War and the Second Reconstruction of the civil rights struggles of the 20th century, the resolution's sweeping set of 20+ proposals seeks to prioritize the needs of our nation's 140 million poor and low-income people by raising the minimum wage to a living wage; updating the obsolete official poverty measure to reflect what it takes to secure a decent standard of living today as a new baseline for anti-poverty and welfare programs; expanding unemployment insurance and paid family leave; enshrining the right to form or join a union and guaranteeing access to basic needs like housing, water, and health care.

IUPAT members show their solidarity on the UAW picket line in Detroit, Michigan, in September 2023.



It's time for our elected leaders to show us whose side they're on and stand with the millions of working people who serve as the backbone of our economy and communities. Poor and low-wealth people make up nearly 40% of potential voters. If our nation's leaders fail to act, we'll find them at the polls and right this wrong ourselves.

This summer's worker uprising isn't just a moment in time, it's a movement that will continue to grow in strength and numbers until economic justice becomes a reality for all of us. From coast to coast, working people are raising the heat and making their demands loud and clear—and it's long past time for greedy corporations to pay up.

Rosalyn Pelles is a longtime labor organizer and lecturer at the Yale Divinity School's Center for Public Theology and Public Policy.

Rev. William J. Barber II is the president of Repairers of the Breach and founding director of the Yale Divinity School's Center for Public Theology and Public Policy.

Disclaimer: The views expressed within this article are solely those of the author(s) and do not necessarily reflect the opinions and beliefs of the *Painters & Allied Trades Journal*, IUPAT leadership, or its affiliates.

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DISTRICT COUNCIL SPOTLIGHT



DC 58 BM/ST Carl Farrell

DISTRICT COUNCIL 58 | ILLINOIS, MISSOURI, KENTUCKY, TENNESSEE

AN INTERVIEW WITH DC 58 BM/ST CARL FARRELL

Introduce yourself and some of your key staff.

My name is Carl Farrell, and I am the Business Manager/Secretary-Treasurer of District Council 58. I have worked most of my career in the St. Charles County and St. Louis areas. My professional journey started fresh out of high school when I was 18. As a first-generation painter, I attended and graduated from a three-year apprenticeship with C&N Painting. I joined DC 2 in 1984, marking the initiation of my membership. Post-apprenticeship, I assumed roles in Local Union 1156, served as a trustee to Local Union 1156, and as a delegate to DC 2. In 2007, I was appointed as the business representative of Local 1156 and elected in 2009. During and after the merger of DC 2 into DC 58, I held the position of assistant business manager under the direction of former DC 58 BM/ST and current IUPAT General Secretary-Treasurer Gregg Smith. In 2020, I was nominated and elected to the position of DC 58 BM/ST.

Within the operational framework of District Council 58, key personnel include Assistant BM/ST Ted Helfrich, Assistant BM/ST Joe Mueller, Director of Service Jonathan Elliott, Director of Training Kevin Harned, Political Director Steve Wayland, and Director of Organizing Rich Lucks.

What areas are covered by your District Council, and how many members does it represent?

DC 58 covers Southern Illinois, Eastern Missouri, South Central Kentucky, and Central Tennessee. It encompasses 21 Local Unions and represents over 4,300 members in active, life/retired, and apprentice status.

What trades does your District Council represent?

Our trades include glazing, drywall finishing, painting, sign & display, hydrovac, operations, traffic control operations and striping, silk screen printing, vinyl wrapping, bookbinders, public employees, and advanced manufacturing.



What are some large projects or campaigns you are working on?

Battery Plants

In recent years, there have been changes in the auto industry, with a shift toward electric vehicles (EVs). Automakers, including General Motors and Ford, have teamed up with battery makers like Ultium Cells LLC, SK Battery America, and Ascend Elements to help meet the demands for the batteries required to power EVs. As a result, there are plans to build new battery plants in rural areas of Tennessee and

Kentucky. These new projects will provide our Local Unions with a chance for growth, our members with long-term work, and an overall increase in wages and benefits for the local population. Among them:

- Blue Oval City is a \$5.6 billion investment by Ford to build one of the largest vehicle manufacturing facilities in Tennessee. The project, which will bring new businesses, residents, and infrastructure to the area, broke ground in September 2022 and is on pace to start production in 2025.
- Ascend Elements is a \$500 million battery facility that is currently being built in Hopkinsville, Kentucky. The Kentucky State Building Trades successfully negotiated the project labor agreement and is a first-of-its-kind in Western Kentucky. Local Union 456 views projects like this as an opportunity for newly signed signatory contractors in the area to see the benefit of being a union business, as it will allow them to bid for work on an even playing field. When our contractors win, our members win.

Arnold Air Force Base

Arnold Air Force Base/Arnold Engineering Development Complex (AEDC) will revitalize the base with new construction and perform much-needed remodels to existing buildings. The cost of the current and upcoming work is estimated to be around \$1.6 billion. Through project labor agreements and collective bargaining agreements negotiated by the Chattanooga Building Trades, AEDC will provide our local members with long-term careers as painters. The local service representatives are constantly engaging contractor representatives to educate them about the capabilities of our highly trained and skilled members to capture work that could otherwise go to non-union contractors.

Tennessee Valley Authority

It was once thought that the Tennessee Valley Authority (TVA) would be slowing down and closing facilities; however, TVA has decided to upgrade and build new facilities across the Valley. TVA has committed to enforcing apprentice ratios with TVA partners and non-partner contractors when working at a TVA facility. The Local Unions can expect growth opportunities, and members can expect longevity of work. One TVA representative said that they are trying to squeeze 90 years' worth of work into a 30-year timeframe.

What projects, campaigns, or accomplishments are you most proud of?

Diversity

Over the past year, DC 58 Business Representative and Organizer Sergio Ordonez has signed four diverse businesses as contractors. They include:

- Flourish Drywall, LLC (Missouri) is a first-generation, immigrant-owned business that specializes in residential drywall finishing and is expanding into residential painting. They employ seven members who are all first-generation immigrants from Honduras.
- M&S Taping Services Inc. (Missouri) is a first-generation, immigrant-owned business that specializes in residential drywall finishing. They employ six members who are first-generation immigrants from Mexico.
- Cubas Imperial LLC (Missouri) is a first-generation, immigrant-owned company that specializes in residential drywall finishing. They employ three members who are first-generation immigrants from Honduras.
- L&P Sandblasting LLC (Illinois) is a woman-owned business that specializes in industrial sandblasting and painting of water towers. They employ seven members who are first-generation immigrants from Mexico.



Additionally, DC 58 has signed 27 first-generation immigrants who are currently employed with other signatory contractors.

As a result of this influx of Latino workers who primarily speak Spanish, DC 58's apprenticeship center, FTI Midwest, has hired 13-year member Roberto Morales as a bilingual instructor. Additionally, while on a recent conference call with High Road Alliance and St. Louis Community College (STLCC), STLCC announced that they have funding to hire an English as a second language (ESL) instructor who will co-teach at FTI Midwest. They are slated to begin in January and will assist with GED classes along with other needs we might have at no cost to us.



L to R: FTI Midwest Instructors Robert Whiteman and Roberto Morales teach a group of first-year apprentices at their training center in Chesterfield, Missouri.

Apprenticeship

On November 14, 2023, FTI Midwest was presented with the 2023 Apprentice Provider of the Year award from the state of Missouri. This honor is a direct result of the efforts of the trustees and dedicated staff of FTI Midwest.

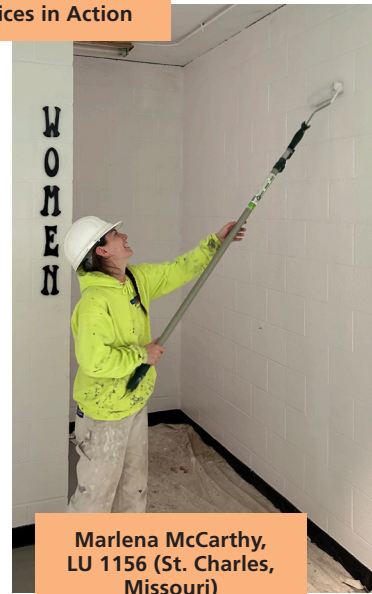
With nearly 700 apprentices, we are no longer the best-kept secret in career choice or opportunity in the workforce. We recognize that if we achieve buy-in from all, the rest takes care of itself. That is why we have changed our approach to apprenticeships in recent years, with an emphasis placed on communication between the Training, Organizing, and Servicing departments to maximize our efforts and achieve our goals. We're removing obstacles while meeting the individual needs of current and future members, contractors, staff, and the community.

Federal government investments in pre-apprenticeship and work programs, along with legislation that offers resources in many states, provide a multitude of

DC 58 Apprentices in Action



Gloria Delgado, LU 115 (St. Louis)



Marlena McCarthy, LU 1156 (St. Charles, Missouri)



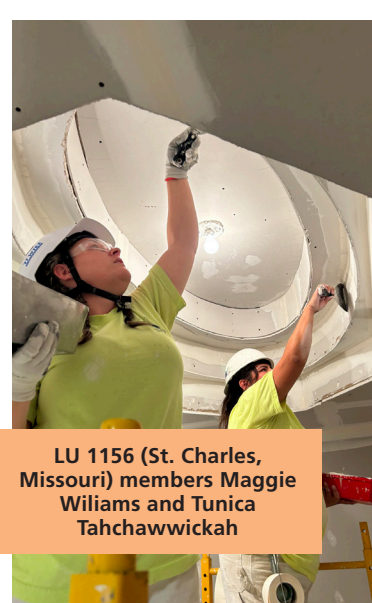
Wes Burns, LU 115 (St. Louis) and Desherick Bar, LU 2341 (St. Louis)



Oriana Vargas, LU 1156 (St. Charles, Missouri)



Jeff Greeg, LU 115 (St. Louis), receives guidance from Instructor Roberto Morales.



LU 1156 (St. Charles, Missouri) members Maggie Williams and Tunica Tahchawwickah

opportunities to work within our communities in new ways. We strive to seek out and form relationships with organizations that receive funding and offer community assistance to adults, which are needed for successful entry into our apprenticeship programs. In partnership with High Road Alliance and Climate Jobs Illinois, DC 58 is slated to launch a pilot pre-apprenticeship program in Springfield, Illinois, in 2024. Potential funding of \$100,000 from a federal grant is pending approval.

Throughout this piece, we reference embracing our diversity and finding new ways to communicate with our apprentices. There is a lot of untapped potential in the workforce and within our apprentice pool, and effective communication is the key to unlocking, stimulating, and retaining it.

We are immensely proud of the progress we have made with our apprenticeship program and of the Apprentice Provider of the Year award. A special thank you to US Department of Labor Apprenticeship & Training Representative Jeanna Caldwell for nominating the program after a visit to our training center. Caldwell remarked that she felt we were fostering an environment that has enabled others to succeed in their personal and professional lives. This is one of the best compliments we could ever receive.



FTI Midwest staff with the 2023 Apprentice Provider of the Year award from the state of Missouri. Front, L to R: Roberto Morales, Kevin Harned, and Erin Smith. Back, L to R: Robert Whiteman, Ron Goodnick, Jason Bower, John Buchholz, and Timothy Largent.

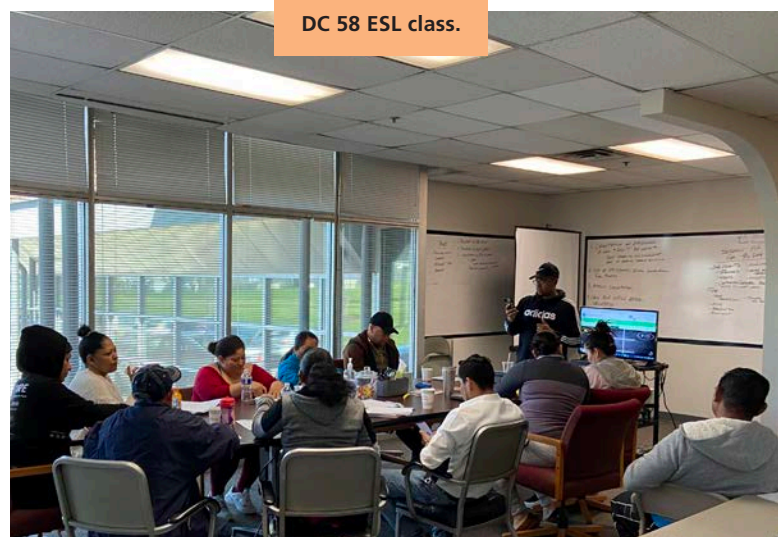
Nashville

Nashville, Tennessee, is one of five Strategic Cities in which the IUPAT is working with community partners to boost organizing efforts, gain market share, and win organizing and issue-based campaigns. The other cities are Houston, Texas (DC 10), Washington, DC (DC 51), Atlanta, Georgia (DC 77), and Denver, Colorado (DC 81).

• Bridge Program Workshop

In September 2023, our Nashville team hosted the IUPAT Bridge Program Workshop. The primary objective of this conference was to identify and share best practices for incorporating immigrants into our trades and to understand better their specific needs in trades education and higher education. This understanding is crucial for their success within our union, our industry, and our nation.

The Nashville group was chosen as the host due to the exceptional efforts and achievements captured in the ESL class piloted by DC 58 Director of Training Kevin Harned and DC 58 Organizer Charley Rodriguez. DC 58's ESL classes have garnered significant attention nationwide and within the IUPAT organization. Throughout the event, valuable connections were established with key stakeholders, including painting contractors, the Department of Labor, higher education educators, finishing trades directors, organizing directors, and state government leaders. As a result of these collaborations, an exciting opportunity has emerged for DC 58 to initiate a pre-apprenticeship program in Nashville and Western Tennessee, which both state and federal resources will financially support.



DC 58 ESL class.

Attendees of the IUPAT Bridge Program Workshop had the opportunity to visit an ESL class. This photo includes ESL class participants and their children; staff from the IUPAT International, DC 3, DC 10, DC 58, DC 77, and DC 91; community partners High Road Alliance and Workforce Essentials; and the Tennessee Department of Labor and Workforce's Adult Education Division.



• **Activist of the Year Isabel Felix**

The Nashville team is actively involved in multiple campaigns addressing wage theft and various unlawful situations affecting numerous workers. Those who bravely step forward to combat these issues are being granted Deferred Action status through the new federal government worker protection program. This classification offers protection against retaliation from unscrupulous contractors. One of our dedicated Nashville organizers, Isabel Felix, was recently honored with the Debbie Sisco Activist of the Year award by the Nashville Central Labor Council for her efforts. We congratulate Sister Felix and all of our Nashville team for this incredible honor.

What advice would you give to future leaders?

I'd emphasize the importance of surrounding oneself with the right individuals capable of steering the organization toward growth. Focus on solutions rather than dwelling solely on problems.





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IUPAT HELPING HAND

The IUPAT Helping Hand offers resources to IUPAT members and families seeking help for substance use disorder and mental health challenges.

Learn more at IUPATHelpingHand.com.



IUPAT HELPING HAND

Helping Hand Director Chris Scheiblein

As we enter the first quarter of 2024, the Helping Hand Program continues to focus on forging connections with new members and building off of existing relationships. These connections are vital to establishing a rapport within the organization. They are very significant when it comes to a member or family seeking help and support for behavioral health concerns. In addition, these actions exemplify one of the key Helping Hand philosophies: if a member feels comfortable talking to a representative or a co-worker, they will be more likely to reach out in a time of need or crisis. We encourage strong internal communication so everyone in the IUPAT feels valued and heard and knows they are part of an inclusive organization that has their back and will help them through anything. That said, something that has always been a trademark of the IUPAT is the importance placed on personal connections and camaraderie. To that end, each District Council's leadership team and

Helping Hand Champion continue to make it their job to unify their councils under an umbrella of compassion to increase the happiness, safety, and strength of the IUPAT.



Chris Scheiblein

If you, a coworker, or a loved one are concerned about something causing you stress or mental discomfort, or you feel your current situation is unmanageable, help is available. Please find out who your District Council's Champion is, or look at the phone number on the back of your health card and contact them for advice and help. You, your family, and your loved ones are worth it. To learn more about Helping Hand, email me directly at cscheiblein@iupat.org.

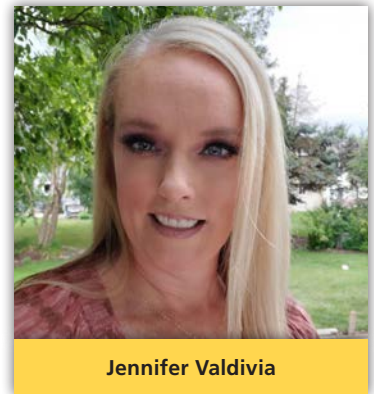
DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN

HELPING HAND CHAMPION JENNIFER VALDIVIA

I have been the Helping Hand Champion for District Council 30 since 2020. I first volunteered for the program because I feel passionately about the Helping Hand mission because I grew up in an environment surrounded by mental health issues and heavy alcohol use. In addition, I feel I am compassionate and understanding and can empathize with our members who are dealing with similar circumstances. I am pleasantly surprised that this role has given me more personal awareness and a sense of purpose than I ever could have imagined.

Since getting involved in Helping Hand, I've built a strong team of advocates, including DC 30's Director of Training Steve Lefaver and Business Manager/Secretary-Treasurer Ryan Anderson, to help develop robust training for our members. We created a Mental Health Awareness (MHA) Program comprising four hours of education dedicated to mental health awareness, substance use disorder, and suicide prevention. In addition, the information we compiled also gives context to how these topics relate to our industry and affect our members. In 2023, we integrated NARCAN training into the MHA Program and trained hundreds of individuals in English and Spanish. Furthermore, as this

training gained traction and popularity, we paired it with our Social Safety Zone courses. This curriculum is designed to train members to prevent, recognize, and



Jennifer Valdivia

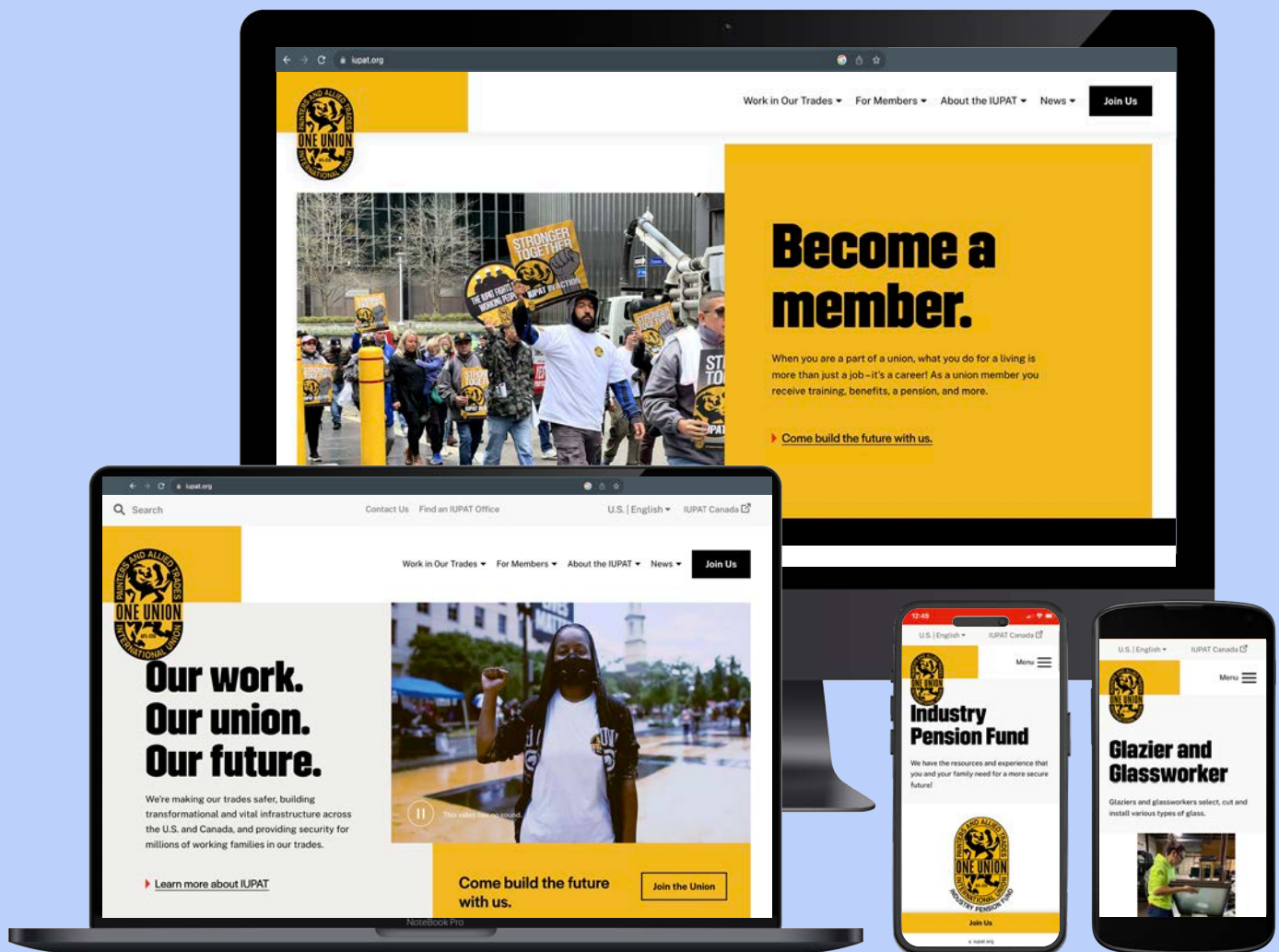
address any conduct that threatens one's social safety at work, including sexual harassment, mental health, conflict management, and workplace violence. This training aims to empower DC 30 members to be allies and advocates out in the field and to provide social support to coworkers who may be struggling at work. We incorporated these two trainings because we understood that Helping Hand is truly about a connection between members. These topics relate to one's mental well-being, happiness, and safety.

I am excited to see what the future brings for DC 30 and the entire IUPAT in these areas. As we stay vigilant and work hard to produce change, we will continue to see the culture and attitude of our industry become more compassionate and understanding.

THE NEW IUPAT WEBSITE IS NOW **LIVE!**

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MEMBER SPOTLIGHT

DISTRICT COUNCIL 14 | ILLINOIS, INDIANA

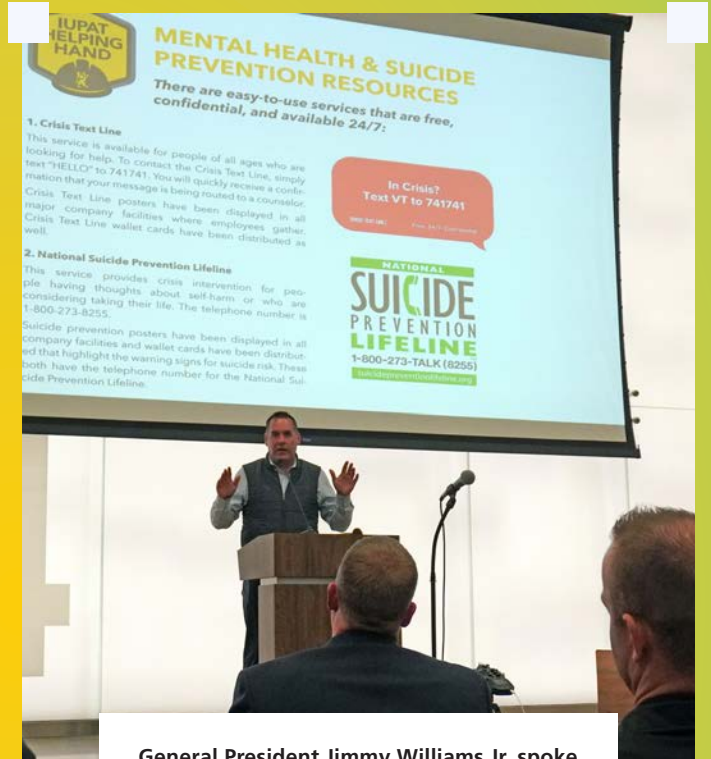
MEMBERS OF DISTRICT COUNCIL 14 TURNOUT FOR HISTORIC MEETING

In October 2023, IUPAT District Council 14 held the first combined meeting of its 13 Local Unions at the IBEW hall in Chicago, Illinois. In an inspiring moment of unity, over 500 members met under one roof to receive essential information, and all were excited to be in the same room with union brothers and sisters they don't normally see.

District Council 14 Business Manager/Secretary-Treasurer Joe Rinehart kicked the meeting off by thanking members for their participation and stressing how important it was to DC 14 that every Local Union was represented. IUPAT General President Jimmy Williams Jr. also addressed the group, emphasizing the importance of issues critical to our union, like member engagement, activism, and strengthening our Industry Pension Fund.

This historic meeting began a concerted push to strengthen our membership and market share across the greater Chicagoland region.

Thank you to the DC 14 members who attended. We encourage you all to continue to stay active and involved.



General President Jimmy Williams Jr. spoke to DC 14 members about the IUPAT Helping Hand Program, a joint labor-management initiative that provides training, education, and resource development to help members and their families who are forced to deal with substance use disorder (SUD), alcoholism, and mental health challenges. Learn more at IUPATHelpingHand.com.



IFTI UPDATE

Executive Director Anton Ruesing

THE INTERNATIONAL FINISHING TRADES INSTITUTE

IFTI OPENING NEW CHANNELS TO GROW OUR UNION

One of the primary goals of the International Finishing Trades Institute (IFTI) is recruitment and retention.

On the retention front, the iFTI has developed a mentorship program with materials to support local initiatives to pair new apprentices with journey worker mentors. It is a proven method of retention in not just the construction industry, but across many other fields.

On recruitment, one of our major initiatives is attending the annual American School Counselors Association (ASCA) Conference alongside the rest of the Building Trades. This year's event hosted over 5,000 school counselors, teachers, and educational professionals from across the United States.

The IUPAT/iFTI team at the booth was front and center at the ASCA Conference, met with the attendees, and shared personal and professional opportunities for graduating students in our crafts. Our presence each year grows and continues to be well received. Moreover, we are already getting requests for local IUPAT representatives to visit schools around the country as a result.

COE Reaffirmation for iFTI

Since its initial accreditation in 2017, the iFTI has worked to comply with the conditions and standards of the Council on Occupational Education (COE) to maintain a high level of quality and continuous improvement as a post-secondary occupational institution. In 2022, the COE revised its handbook to include a Handbook of Accreditation for Registered Apprenticeship Schools and National ERISA Training Institutes. The iFTI's accreditation began with the Associate Instructor Program, and shortly after that in 2018, added a few more requirements to establish the Master Instructor Program.

Since 2017, the iFTI curriculum team has compiled annual reports, shared them with the iFTI Occupational Advisory Committee, and attended COE Conferences to learn more about accreditation and how best to maintain it to benefit the students in the iFTI Instructor Training Program. The bulk of the process focused on completing a Self-Study Report. The self-study guided us through a thorough written analysis of how we meet the 10 Standards of Excellence and the conditions outlined by the Commission of the COE. The team gathered exhibits and examples of how we meet the standards and organized them for sharing with our visiting COE team. In addition to the written requirements, the iFTI team organized and attended instructional service center (ISC) site visits with the COE team leader and members. There was also a welcome reception where the COE team met staff, instructors, and leadership from the iFTI and IUPAT. They also received a tour of our Hanover campus and general location and had the opportunity to observe training and education in action during that week.



The IUPAT, iFTI, and Job Corps crew attended the ASCA Conference in Atlanta. L to R: Job Corps Field Coordinator Eric Howard; iFTI Curriculum, Instruction, Assessment, and Technology Coordinator Alice Gwinn; Chris Gardner, CEO of Gardner Rich LLC; DC 16 Apprentice Jesus Martinez; iFTI Industrial Coatings Specialist Ken Seal; DC 51 Apprentice Isabella Ruesing; iFTI Director Anton Ruesing; and Job Corps Field Coordinator Mike Anderson.





Trainers enjoyed the class and are eager to share their knowledge with apprentices in their local training centers. The training is designed to prepare instructors to teach about ICRA controls, work practices, and methods to build and maintain temporary ICRA containments. Upon completion, instructors are qualified to teach both the CPWR 8-hour ICRA Awareness and the 16-hour ICRA Worker courses for members who are performing construction in healthcare facilities. The certification is permanent.

American Council on Education (ACE)

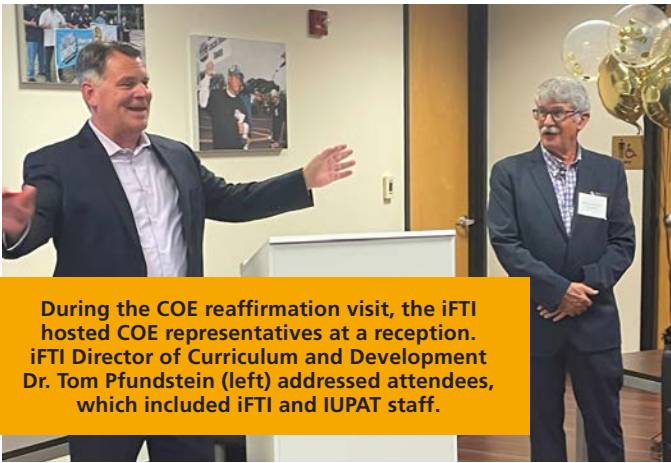
The iFTI is always looking to provide a variety of educational opportunities for our members. Recently, we submitted the curriculum for the Drywall Apprenticeship program to an ACE Review team made up of workforce industry professionals and selected faculty of higher education institutions that have academic expertise in the content area being reviewed—drywall. They are also selected based on peer reputation, experience in adult learning principles and practices, and knowledge of instructional and curriculum development.



The reviewers are responsible for determining if the course, exam, apprenticeship, or occupation being evaluated meets the criteria for college credit recommendations. The ACE review team’s recommendation for the Drywall Apprenticeship determined a college-level equivalency of 64 credits. This included consideration of the Drywall courses, objectives, OJL, certifications, and the COR curriculum with consideration of health and safety competencies and specific professional and leadership development competencies such as project management, computer skills, communication, and plan reading. ACE’s federally recognized accreditation offers our members another pathway to a college degree. Some of the schools that recognize ACE Credit recommendations for our programs are Purdue Global, Rowan University, Excelsior, IVY Tech, Bismarck State College, and CSU San Bernardino.

Classes are in Full Drive on the iFTI Campus

Classes continue to be added to the iFTI schedule. For more information, check iftiils.org/training-calendar.



During the COE reaffirmation visit, the iFTI hosted COE representatives at a reception. iFTI Director of Curriculum and Development Dr. Tom Pfundstein (left) addressed attendees, which included iFTI and IUPAT staff.

The reaffirmation visit during the week of October 23, 2023, concluded with no findings of non-compliance by the COE team leader. Further feedback and final accreditation status will be announced by the end of 2023. The iFTI had many takeaways during this self-analysis and will incorporate some changes to processes and communications to ensure that we are providing the utmost quality in our educational and training programs. The team will continue to strive for self-improvement that will benefit instructor development and create job satisfaction, with the goal of achieving higher retention rates, improved recruitment, and more effective marketing and organizing as a whole.

Infection Control Risk Assessment (ICRA)

Train-the-Trainer

During the second week of May 2023, the iFTI hosted the first in-person ICRA train-the-trainer class since the COVID pandemic canceled the classes in 2020. The three-day class, sponsored by the Center for Protection of Workers’ Rights (CPWR), had lots of energy as they got to work building containment in the hallways of the iFTI training center. “Everything was helpful, but I enjoyed building the containment, considering the carpenters usually do it,” said one of the students.



FEATURE: BUILDING A CULTURE THAT SECURES OUR COLLECTIVE FUTURE

With the goal of gaining perspective on how we can build a more inclusive IUPAT, our Communications Department recently interviewed members from diverse backgrounds that have been historically marginalized and underrepresented in our union. As members shared their stories with us, it became clear that each is an extremely proud IUPAT member and that all want to create a culture that truly exemplifies solidarity. Among those interviewed were business manager/secretary-treasurers who've built District Councils to be reflective of the workforce and communities we seek to represent internationally, representatives who've successfully bridged language barriers, and numerous rank-and-file members who have played a substantial role in facilitating a culture that uplifts tradeswomen, Black trades workers, and trades workers with different sexual orientations.

We've seen positive changes to build a more inclusive and diverse IUPAT firsthand in our training centers, on our job sites, and at our member meetings. They include:

- District Council 46's training centers in the Greater Toronto area, we met apprentices with roots from every corner of the world, including Sri Lanka, Jamaica, and Nigeria;
- District Council 4's job sites in Western New York, we met apprentices getting ready to journey out who joined through partnerships with local Native tribes;
- District Council 82 in Minnesota where political refugees were afforded the opportunity to go through the Job Corps painting program, then the apprenticeship program, which they all graduated from. Today, they are all now journey workers making a \$67 hourly package because of the opportunities our union provided.

Building a District Council That Transcends Language Barriers

District Council 36, which represents nearly 10,000 members across Southern California, Arizona, and New Mexico, truly reflects the diverse workforce we are seeking to build across

all locations throughout the United States and Canada. We interviewed District Council 36 BM/ST Luis Robles about the changes DC 36 has gone through over the past two decades. He told us, "When I first got involved with DC 36 in the 90s, it was roughly 20 percent Latino and had very little in the way of bilingual representatives and organizers. The non-union sector was heavily Latino, so it only made sense if we're trying to organize the unorganized that we invest in bilingual and Latino staff who can speak directly to the workers we want to organize. In fact, that's how DC 36 organized me as a salt after being non-union in 1997."

Today, after many years of organizing the unorganized, 70 percent of DC 36 members are now Latino, and that's reflected in their representatives, 70 percent of whom are also Latino.

Speaking about changes he's seeing in our industry, Brother Robles said, "I've been all throughout the country, and mostly what I see in our industry is Latino workers. If we're serious about growing and representing everyone in our skilled trades, we have to acknowledge that fact and change to be reflective of the workforce so we can identify with them. It's an unfortunate reality that if non-union



Latinos see people on job sites who don't look like them or talk like them, they may initially be hesitant to even speak with them because they may assume conversations may lead to law enforcement being called or even ICE." He said that establishing trust and meeting people where they're at is of the utmost importance if we're going to break down the boundaries that must be broken down. Reflecting on the demographic changes and the opportunities that have been given to thousands of Latino DC 36 members, he said we need to give people opportunities and leave it up to them to change their lives for the better.



District Council 36/Local Union 1136 Business Representative Oriel Beltran has played a part in changing their culture. He's a drywall finisher by trade who proudly worked 20 years in the field, including 16 years as a foreman for the same company. Reflecting on his career, Oriel said, "When I first started in the trades in the 2000s, roughly 80 percent white men worked as foremen when I was on jobs in Southern California. Throughout the years, I've seen how challenging it can be on job sites for reps and foremen who can't speak directly to Spanish-speaking tradesworkers. I've seen communication breakdowns on job sites that have led

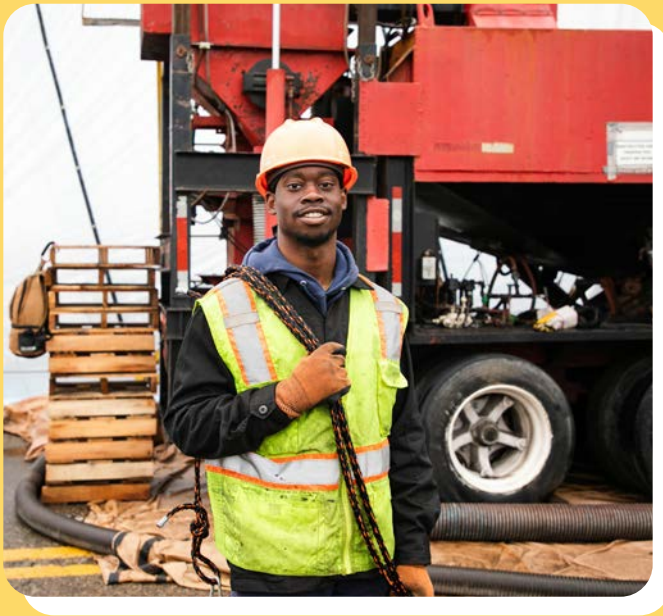
to workers being mis-trained and doing things incorrectly." He also told us, "When I look at the active membership of our union, I can say that our District Council representatives have truly come to reflect the membership. When it comes to being able to speak to our membership, our members know they can communicate with me about anything, and they do, which has strengthened their relationships with our union. When it comes to communication, that's the very first step towards engagement for members, and it's so important that we get that right."

When asked what advice he would give to District Councils that are looking to invest in Spanish-speaking staff and more accurately reflect our industry's workforce, Brother Beltran said, "To me, it's very important for District Councils to invest in staff that can communicate with the workforce they're trying to represent in their areas. In Southern California, that's primarily the ability to speak Spanish, but in other places, it might be other languages. If we're going to be successful all across the United States and Canada, we've got to get used to getting out of our comfort zones."



Confronting the Challenges Black Tradesworkers Face

It's an unfortunate reality that, historically, perhaps no group of workers has been excluded more from opportunities in the skilled trades than Black workers. We interviewed District Council 7/Local Union 781 (Milwaukee, Wisconsin) Organizing Representative Johntia Young, who also serves as chairman of the IUPAT Black CORE Committee, about how we can build a union that finally works for Black workers.



When asked how we can get our Black members to want to be more of a part of our union, he told us, “When members don’t see themselves in our union, it creates a reluctance to want to be more involved. Our leadership needs to reflect our membership.” He said if we’re going to really live our union’s professed values, we need to stand up for each other, including for Black members who have historically unique difficulties. “We have to understand that breaking down barriers may initially feel uneasy and uncomfortable, but we have to do that work to get to a place where Black members feel comfortable enough everywhere to see our union as theirs, too.

Our union adapts to technological and industry changes, and we must adapt to demographic changes, as well. Our trades have been in a constant state of progression for decades.” When thinking about where to start, Brother Young said, “Fighting for Black members starts on the shop floor by making sure Black members get the hours and opportunities. It means a lot to see our District Council stepping up efforts to recruit Black workers.”

Building an IUPAT That Uplifts Women in Our Trades

Perhaps no constituency committee has made more of a positive impact and shown the potential of what we can achieve through organization than our Women’s CORE Committee has over the last several years. We interviewed District Council 9/Local Union 20 (Queens, New York) member Jenny Karlsen, a third-year painting apprentice and active member of DC 9’s Women’s Committee. Before joining our union, Sister Karlsen was newly married with children and working in television, but she sought a career change that had more stability. She told us, “I don’t know if I’d be where I am today without the support of DC 9’s



Women Committee—it truly means the world to me. Having that support system in a male-dominated industry has been essential for me. I have three kids, and the benefits of our union for my family have been amazing.” Regarding the importance of being a woman in the trades, Karlsen said, “I have three daughters, and being able to show them that there’s no limit to what women can do is really amazing.”

When asked how we can better retain women in our union’s trades, she said, “Fixing the problem of recruiting and retaining women in our union cannot fall on the women of our union. Without inclusivity, there is no solidarity. The core essence of our union is togetherness. That togetherness must include the men of our union stepping up to support us women whenever and wherever they can.” Karlsen encourages everyone not to be complacent when they witness things like sexism and harassment.

Fighting for All Our Members, Regardless of Sexual Orientation

In 2022, our union proudly formed an LGBTQ CORE Committee for the first time. Ours is one of the only spaces for LGBTQ trades workers in the entire building trades. Since our union was founded, our members who aren’t cisgender or straight have suffered in silence with no space to talk about the challenges they face in our trades. While the formation of this committee is a great first step to creating a more welcoming culture for LGBTQIA+ members, we know we have a long way to go before many of our members are comfortable being out in our union, let alone on our job sites.

We interviewed District Council 35/Local Union 1138 (Boston, Massachusetts) member Alex Colonna to get more insight into the challenges LGBTQIA+ members have faced





and how she thinks things can change. Before getting into the union, she worked two jobs, including one at a bakery, and struggled to find anything in the wake of the 2008 financial crisis. These jobs offered no benefits to speak of, and it felt like a dead end. When a friend recommended that she apply to join the union and learn a trade, she was reluctant but soon realized she needed to consider her future. One of the reasons she hesitated was because she didn't know what it'd be like to be a gay woman in the trades. Talking about her experience in the trades, Sister Colonna said, "I've been in our union for eight years, and while I dealt with some stuff nobody should have to deal with during my apprenticeship, in recent years, I've felt things shift and have felt much more accepted. The first gay woman I ever met on a job site told me that she was gay, too, but to please not tell anyone as she'd been in the trades for decades but never as someone who was out."

Speaking on how she'll know things have changed for LGBTQIA+ members, Sister Colonna stated, "We'll know things have truly changed when we see more openly gay men who aren't afraid to be out, as well." The biggest

thing she would like to see materially change is an update to our constitution addressing issues like sexual harassment, gender, and sexual discrimination. She'd also like to see a much stronger shop steward program that addresses



problems on the job immediately—not waiting until things bubble up until they become huge problems and reach crisis points for our members. She said, “Through an effective steward program, we can also train journey workers on diversity, equity, and inclusion—it’s on all of us to teach our members to be the best we can to each other. Being truly inclusive means protecting the investments we make in our collective future through our apprenticeship program and making sure we retain each and every apprentice by taking their issues and concerns seriously, like navigating their sexual orientation and their identities.”



and backgrounds has fought for the betterment of our industries, our communities, and for a sense of dignity and opportunity that every worker deserves. Millions of people have passed through the ranks of the IUPAT over this last century, and their collective experiences have brought us to where we are today.

When you read accounts of workers who have different experiences than you, keep in mind that when we stand together at a union meeting, on a job site, or a picket line, those differences make us stronger. Collectively, we have thousands of perspectives, ideologies, and values that we can channel into making our collective bargaining agreements stronger, our union more united, and our voice on the job site even more effective.

The IUPAT Union Card

The IUPAT represents workers from all spectrums of life. Regardless of where we come from, what political party we belong to, or the color of our skin, when someone becomes a member of the IUPAT, they have an open invitation to unite together in a way that transcends all of our differences and gives us the shared opportunity of fighting for something greater than any one of us individually.

The union card isn’t just something you keep in your wallet—it’s a living reminder that for over 135 years, this organization of workers from numerous trades



2/3 OF US WORKERS

**COVERED BY A
UNION CONTRACT**

are
women
&
people
of **color**



IUPAT.ORG

UNIONS ARE KEY FOR RACIAL EQUALITY

by Paul Prescod

Do a Google image search for the words 'union worker.' Usually, most results show a white man in a hard hat. For many Americans, this is also the picture in their minds of who participates in and benefits the most from labor unions. While there certainly are many white men who are proud union members, the full reality of union membership is very different from this stereotype.

In fact, Black workers are statistically more likely to be union members than any other racial group. The union density of Black workers is roughly 11.4%, as compared to 10.4% for white workers. This is not a new phenomenon either, for going back to the 1940s, Black workers had a higher unionization rate than their white counterparts.

It's not just the statistics that matter, but more so the overall impact unions have had in making a more equal society. Organized labor has been one of the most important institutions for fighting racial inequality and discrimination in all its forms, as countless studies over the years have shown.

Many people talk about the racial wealth gap, but few focus on how important unions are to addressing this issue. Black union members get, on average, a 14.6% wage boost from collective bargaining, compared to 13.5% for union members overall. According to the Economic Policy Institute, the wealth gap among white and Black union families is only half as large as that between nonunion families.

By focusing on uniting workers of different backgrounds towards a common end, unions also help to challenge potential racist beliefs among white workers. Given that the United States is still very segregated, the workplace and the union may be, for many workers, the primary place where they interact with people of different racial backgrounds. A study by scholars from the American Journal of Political Science found that union membership actually reduced racial resentment among white workers.

Again, this is nothing new. During the height of Jim Crow segregation, labor unions were often the only interracial organizations that brought workers together to fight for racial equality. W.E.B. DuBois, the great Black scholar and activist, remarked in the 1940s that "No movement in the last thirty years has been so successful in softening racial prejudice."

Black journalist and writer George Schuyler said in 1944, "It is seldom recognized that organized labor as a whole has been more liberal than organized business, organized religion or organized education."

The long-held support Black workers have had for unions is not surprising given the fact that Black communities are overwhelmingly working-class. A. Philip Randolph, the great civil rights activist and labor leader from the Brotherhood of Sleeping Car Porters, explained it best when he said, "The reason for this alliance is simple and clear. It is that ninety-nine and nine-tenths percent of Negroes are workers who must work and fight for a living. Therefore, they belong in unions."

Martin Luther King, Jr. is now widely celebrated, but his strong involvement in the labor movement is usually ignored or downplayed. But he always understood how important unions were for civil rights and famously said, "The labor movement was the principal force that transformed misery and despair into hope and progress."

At the 1963 March on Washington, where King delivered his famous "I Have a Dream" speech, many unions were prominently featured, such as the United Auto Workers, the International Union of Electrical Workers, and the United Packinghouse Workers of America. King was tragically killed in 1968 while in Memphis, Tennessee, supporting striking Black sanitation workers from AFSCME Local 1733.

Labor unions have always been critically important for advancing the cause of racial justice. Anti-labor forces would love nothing more than to portray unions as somehow racially exclusionary or against the public good. We must never forget that uniting workers of every race for our common advancement is one of the most powerful things we can do to defeat racism.

Disclaimer: The views expressed within this article are solely those of the author(s) and do not necessarily reflect the opinions and beliefs of the *Painters & Allied Trades Journal*, IUPAT leadership, or its affiliates.

THE SAME PEOPLE WHO

ATTACK WOMEN'S RIGHTS

ALSO

ATTACK LABOR RIGHTS.



IUPAT.ORG

FLOOR COVERING CRAFT COMMITTEE

DISTRICT COUNCIL 16 | NORTHERN CALIFORNIA, ARIZONA, NEVADA

HISTORIC MILESTONE IN FLOOR COVERING: ALEXANDRIA PEREZ'S REMARKABLE JOURNEY

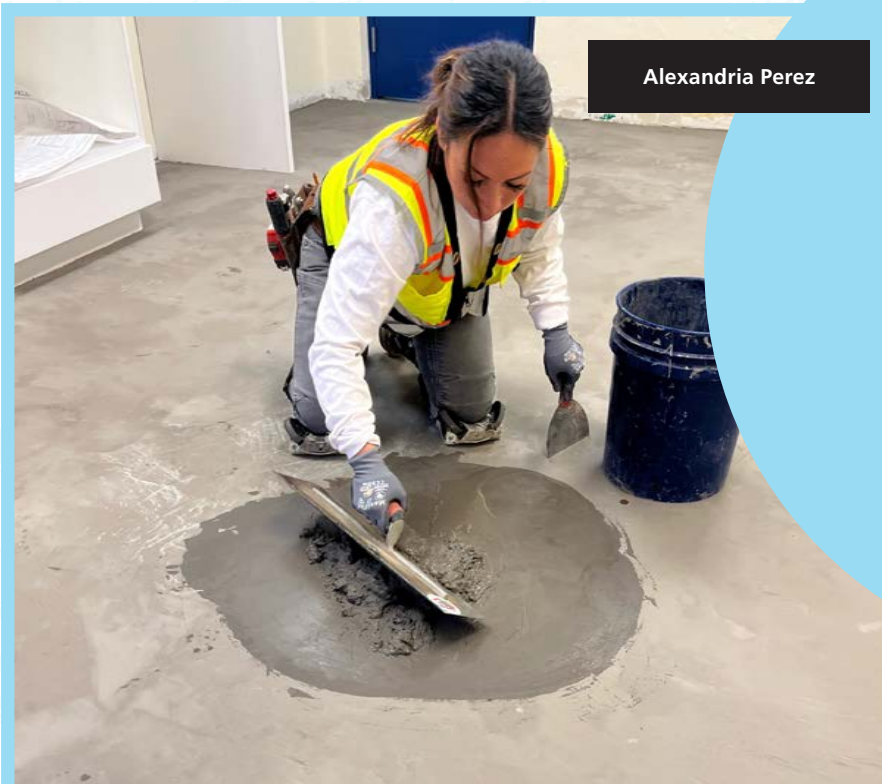
In a groundbreaking achievement, Alexandria Perez, a member of District Council 16/Local Union 12, has etched her name in history by becoming the first woman to successfully complete the IUPAT Floor Covering Apprenticeship program in 25 years. Alexandria's unyielding dedication has not only earned her a well-deserved rank-and-file position but has also made her a beacon of inspiration and a mentor to countless others in her community, paving the way for more women to enter the trades.

Alexandria's path to this historic achievement began when she attended an event at the San Francisco Library, where a poster boldly proclaimed, "Women on the Rise." Intrigued, she explored the list of trades welcoming women and chose floor covering. Little did she know that this decision would lead to a transformative experience that extended far beyond the realm of floor covering.

During her apprenticeship, Alexandria discovered that the program offered more than just floor covering skills—it provided her with the tools to become the best version of herself on the job site and opportunities for meaningful volunteer projects outside of her formal education.

The benefits did not stop there. Alexandria seized the opportunity for on-the-job training, gained industry accreditation, avoided student debt or loans, and found herself armed with a competitive edge in her chosen field. Her journey has been a testament to the program's ability to empower individuals and foster continuous learning. "The Floor Covering Apprenticeship is an important program that gives you an opportunity to advance in your trade," said Perez.

Now, as a rank-and-file member, Alexandria is on a mission to continue her learning journey while working tirelessly to usher more women into the world of the finishing trades. Join us in celebrating Alexandria's historic accomplishment and her incredible path of empowerment and positive change. She is not only making history but also shaping a brighter future for women in the trades.



Alexandria Perez



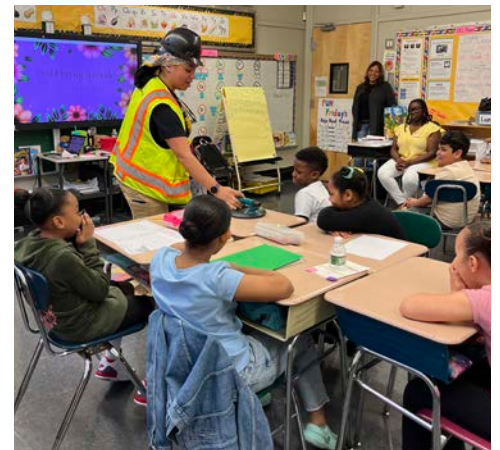
EDUCATIONAL OUTREACH

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

DC 9 WOMEN'S COMMITTEE ATTENDS CAREER DAY EVENT

Members of the District Council 9 Women's Committee recently joined other tradeswomen at Mosaic Preparatory Academy's Career Day in Harlem, New York. They spoke to children from grades K-3 about career opportunities in the

unionized trades and apprenticeships. It's never too early to instill in our youth the benefits of unions, and that good-paying, family-sustaining jobs have no gender.



DC 9 FTINY HOSTS TOOLS & TIARAS SUMMER CAMP WORKSHOP

District Council 9 and the Finishing Trades Institute of New York (FTINY) hosted a Tools & Tiaras event at their New York City training facility. Tools & Tiaras' mission is to show girls ages 6-14 that "Jobs Don't Have Genders" through hands-on workshops and summer camps focused on the skilled

construction trades. Women members of DC 9 volunteered to conduct hands-on workshops for painting, bridge painting, drywall finishing, and glazing while sharing their stories to inspire the young girls and show them that all women can work in construction, just like they do.





EDUCATIONAL OUTREACH

DISTRICT COUNCIL 82 | MINNESOTA, MONTANA, NORTH DAKOTA, SOUTH DAKOTA, WISCONSIN

COMMUNITY OUTREACH & RECRUITMENT AT FTIUM

The Finishing Trades Institute-Upper Midwest's (FTIUM) new internship and student ambassador programs are helping prospective students understand the benefits of higher education in the finishing trades.

These young advocates effectively communicate the advantages of a finishing trades career. Richard Vazquez Perez, a fourth-year glassworker, said, "We challenge stereotypes and showcase how trades offer hands-on fulfillment and personal growth through career fairs and other events at local schools."

FTIUM student ambassadors have been able to connect new Americans with life-changing career-prep programs at the school. "Karen immigrants are increasingly benefiting from FTIUM's programming," said Karen Organization-Minnesota Co-Executive Director Alexis Walstad. "Students are able to start providing for their families as soon as they're accepted into the apprenticeship program. This is indispensable."

An FTIUM's internship and student ambassador programs bring prospective students together for a day of hands-on instruction. This helps them understand what the finishing trades are and the exciting work they could do in the industry.



SCHOLARSHIP WINNERS

S. FRANK "BUD" RAFTERY SCHOLARSHIP AWARD WINNERS 2023

Winner	Local Union	Region
Andreas N. Tzitzikas	Painters - Local Union 1, Baltimore, MD	Eastern
Britta Bergdahl	Painters - Local Union 386, Minneapolis, MN	Central
Jesus Cardenas	Carpet, Linoleum and Soft Tile Workers Local Union 12, San Jose, CA	Western
Joserik Figueroa-Duran	Painters - Local Union 448, Aurora, IL	Central
Makayla Kegler	Painters - Local Union 43, Buffalo, NY	Eastern
Mandy Kim-Fu	Glaziers, Architectural Metal and Glass Workers Local Union 1889, Honolulu, HI	Western
Marianna MacLeod	Painters and Allied Trades Local Union 1945, Sydney, NS	Canada
Persephone Mulei	Painters - Local Union 567, Reno, NV	Western
Rickey Simpson	Glaziers - Local Union 387, Cincinnati, OH	Central
Sarah Frasca	Glaziers, Architectural Metal and Glass Workers Local Union 252, Philadelphia, PA	Eastern

A.L. "MIKE" MONROE/RALPH D. WILLIAMS, III SPORTS SCHOLARSHIP AWARD WINNERS 2023

Winner	Local Union	Region
Grace Dunham	Paperhangers and Fresco Painters Local Union 2341, St. Louis, MO	Central
Jadyn Barker	Glaziers, Architectural Metal and Glass Workers Local Union 252, Philadelphia, PA	Eastern

WORKPLACE TRAINING, EDUCATION & SAFETY

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

DC 9 APPRENTICES PREPARE *USS INTREPID* FOR FLEET WEEK

As part of District Council 9's Structural Steel and Bridge Painting apprenticeship program, and through a partnership with the Intrepid Museum, DC 9/LU 806 apprentices have the privilege of training on the *USS Intrepid* throughout the year.

Earlier this year, they had the opportunity to re-coat and restore interior and exterior components of the *USS Intrepid* in preparation for Fleet Week, an annual event in which active military ships that were recently deployed in overseas operations dock in New York City.

For over 30 years, this tradition has remained a great opportunity for apprentices to get real-life experience and provides the Intrepid Museum with expert coatings application, corrosion control, and maintenance.



REMEMBRANCE

DISTRICT COUNCIL 46 | ONTARIO

HONOURING THE PAST. INVENTING THE FUTURE.

On February 23, 2023, IUPAT District Council 46 joined Afro-Global Television, Plumbers Union (UA46), and the Carpenters Union Local 27 to put on a Black History Month showcase titled "Honouring The Past. Inventing The Future." The event was to celebrate the all-Black No. 2 Construction Battalion, Canadian Expeditionary Force (CEF), that fought for Canada in the First World War.

In 2022, the Government of Canada apologized to the descendants of the battalion for the systemic racism and discrimination they endured while serving their country. To celebrate Black History Month, the Canadian government released a commemorative coin to honour them, and DC 46 was able to get permission from the military to create a limited edition copy of the coin for the event.



DC 46 Political Director and Business Representative Ivan Dawns



General Vice President Robert Kucheran

General Vice President Robert Kucheran spoke at the ceremony, thanking the No. 2 Construction Battalion, CEF, for their service to their country, their bravery, and their role in helping Canada and its allies win the war. DC 46 Political Director and Business Representative Ivan Dawns was presented with a No. 2 Construction Battalion, CEF medal by the military for community service. In his speech, Brother Dawns told a packed room that "it should be an honour to serve your community, your union, and your country. It should not be a privilege. These men are heroes, and their stories make me more determined to serve my members with honour and dignity."

The event was well-represented by politicians from the three levels of government, the descendants of the No. 2 Construction Battalion, CEF, members of the military, and the community. The Honourable Dr. Jean Augustine, the first Black female member of Parliament, a cabinet minister, and Deputy Speaker of The House of Commons, was the guest speaker. She championed the cause for February to be designated as Black History Month in Canada.



RECOGNITION

DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN

DC 30 CONGRATULATES 2023 NCIFTI GRADUATING APPRENTICES

On July 27, 2023, District Council 30 honored the painters/decorators, industrial painters, drywall finishers, and glaziers who successfully completed the North Central Illinois Finishing Trades Institute (NCIFTI) apprenticeship program in the last 12 months.

Congratulations to the entire 2022/2023 graduating class and award recipients: Secretary-Treasurer Award winner Paiton Dubson, Norm Hanks Award winner Brooke Larsen, Apprentice of the Year Adolfo Rodriguez, Perfect Attendance Award winner Cody Chevalier; and graduates Ryan Carr, Joshua Edgecomb, Joshua Flores, Clayton Golden, Nick Hernandez, Jose R. Hernandez, Erik Hudson, Francisco Leon, Quinton Nauman, Ryan Robertson, Dennis Rossato, Robert Santana, Issak Schoonover, Duran Seeley, Jakob Swanson, Mario McKelvin, Roberto Valdivia, Salvador Ochoa Jr., Cameron Smith, Leonel Vargas, Lucas Balek, Andrew Bishop, Jeffrey Newport, Madalyn Scarcliff, Adam Schoch, Nicholas Stephens, and Sebastian Swick.



DISTRICT COUNCIL 35 | MASSACHUSETTS, CONNECTICUT, MAINE, NEW HAMPSHIRE, RHODE ISLAND, VERMONT

DC 35 LEADERSHIP RECOGNIZED AT STATE AFL-CIO CONFERENCE



2023 Distinguished Leadership Award recipient and District Council 35 Director of Government Affairs John Drinkwater (center) with his family.

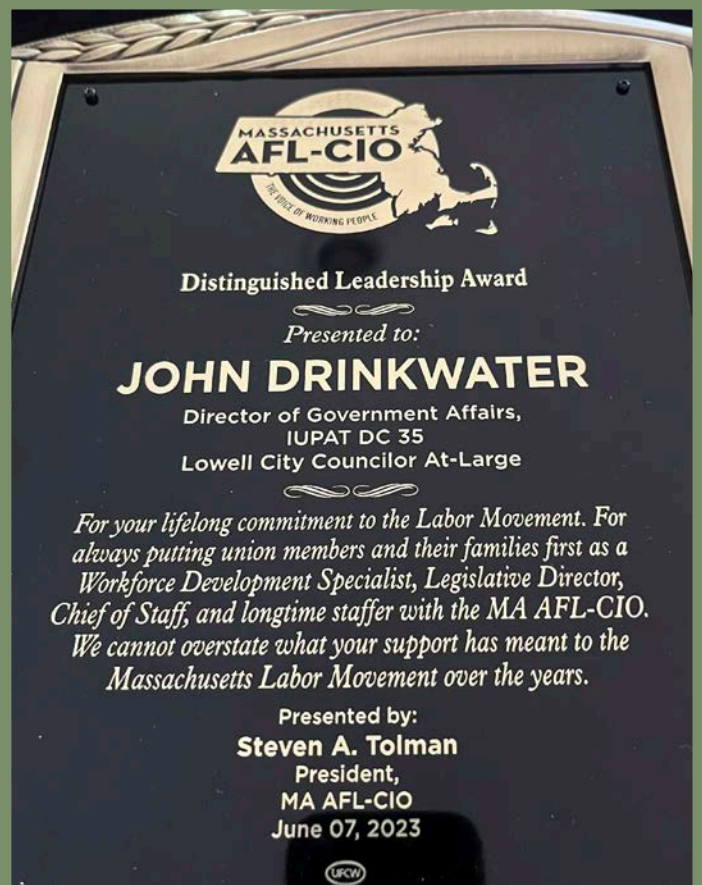


In June 2023, District Council 35 Director of Government Affairs John Drinkwater was honored with the Distinguished Leadership Award at the Massachusetts AFL-CIO's 2023 Richard L. Trumka Educational Conference.

Brother Drinkwater has spent his entire career in the labor movement. He started as an intern with the Massachusetts AFL-CIO and went on to serve as their workforce development specialist, chief of staff, and legislative director. As legislative director, he helped pass bills that provided protections for temporary workers, the Domestic Workers Bill of Rights, a \$15 minimum wage, and the strongest state-level response to the anti-union Janus Supreme Court decision in the country. The 2018 ruling was a blow to workers, cutting off crucial funding for public sector unions, and Drinkwater worked to pass legislation ensuring that unions in Massachusetts have the tools necessary to effectively communicate with their members.

As DC 35 Director of Government Affairs, Brother Drinkwater works on many campaigns including combatting employee misclassification and wage theft.

"Congratulations to John for receiving this award. We're proud to have him on our staff at District Council 35. John has dedicated himself to the labor movement and works hard for our members every day," said DC 35 Business Manager/Secretary-Treasurer Christian Brennan.



PENSION DEPARTMENT UPDATE

Administrator Dan Williams



PENSIONS ARE BRAGGING RIGHTS FOR UNION WORKERS, AND PEOPLE ARE STARTING TO TAKE NOTICE

The AFL-CIO recently surveyed registered voters, and the study revealed that more than two-thirds of Americans support unions. Even more significant, according to the poll, is that 88 percent of Americans younger than 30 support unions.

It is a striking statistic that was not lost on AFL-CIO President Liz Shuler. "Do you know how hard it is to get two-thirds of Americans to agree on anything? Let me put it another way: More Americans believe in unions than like chocolate ice cream," Shuler remarked to the crowd in a recent address to union members and leaders.

This upward trend in approval for unions is fueling a strong surge in organizing and recruitment by the IUPAT and fellow labor unions. One key group within the labor movement helping our campaign to grow union membership is one that you may not have expected—union retirees.

As an IUPAT pension beneficiary or participant, you have a rare benefit—heightened retirement security.

According to the U.S. Bureau of Labor Statistics, "Only 15 percent of private industry workers had access to a defined benefit plan (pension)" in the United States. Canadians enjoy a far higher participation in the country's registered pension plan membership at 38 percent.

Among all the selling points for becoming a union member, a pension benefit stands among the strongest points for joining a union. Who better to make that point than someone who is retired and collecting that rare benefit?

"Not only do people need to hear about the benefits a union provides for a person currently on the job, but also how being union benefits them upon retirement with a pension and an annuity," says Chairman of the IUPAT Retirees' Committee Bill Candelori. "The young people in our lives who are considering union versus non-union need to hear about the difference a pension makes in the lives of union retirees compared to those who completely rely upon savings and Social Security alone when they retire. If they can retire at all."

At our recently held General President's Advisory Committee (GPAC) meetings in October, General President Williams convened a group of retirees to lead a discussion on how their experience, influence, and careers in the trades could benefit a future workforce. Of course, retiring with dignity and union pensions were first on that list to promote.

Fellow committee member and former Special Assistant to the General President Jack Hayn echoed the sentiment, "The history and knowledge of retirees, coupled with the energy and enthusiasm of today's workforce, can be a powerful force in promoting the union way of life. We want to be proper stewards of General President Williams' vision of an inclusive labor movement and believe we offer invaluable knowledge."

With a public that is already overwhelmingly open to the labor movement, especially young workers, the added voices of retirees can make a crucial difference in advancing the labor movement. So, when you happen to visit or interact with the up-and-coming generation of workers in North America, be sure to remind them that the benefits of union membership extend beyond the worksite. Being union means that you can look forward to better years after the job, thanks to your pension benefit.

Want more topics to discuss when you talk about being in a union? Here are a few more things that the U.S. Treasury Department reported on in a recent study of its own:

- Unions raise the wages of their members by 10 to 15 percent. Unions also improve fringe benefits and workplace procedures such as retirement plans, workplace grievance policies, and predictable scheduling.
- Unionization also has spillover effects that extend well beyond union workers. Competition means workers at nonunionized firms see increased wages too. Heightened workplace safety norms can pull up whole industries.
- Unions help create a fairer economy by benefiting all demographic groups. By encouraging egalitarian

wage practices, unions serve to reduce race and gender wage gaps.

- Unions can boost businesses' productivity by improving working environments and by giving experienced

workers more input into decisions to design better and more cost-effective workplace procedures.

Although your days of clocking in on the job may be over, your days of organizing to grow our union never end. Talk about what being a union member means for you.

HAVE YOU ACTED ON YOUR ANNUITY?



As reported in the last editions of the *Journal*, the annuity we offer members has become a self-directed defined contribution plan. Under this new plan, like many of us do with our 401(k) savings, participants can choose how to invest their contributions from a number of portfolio options formed by financial consultants carefully selected by the Trustees.

The IUPAT and our financial advisors are ready to answer any questions you may have about your account.

Contact the IUPAT Pension Call Center at 1-800-554-2479 or visit IUPAT-MovingtoMilliman.com for more information.

Or, scan the QR Code here, which will take you to the website.

LIFE MEMBERSHIP

**IF YOU ARE PLANNING TO RETIRE SOON,
OR HAVE RECENTLY RETIRED, YOU HAVE THE
OPPORTUNITY TO APPLY FOR LIFE MEMBERSHIP!**

As a LIFE MEMBER, you retain your rights as a member and retain your member death benefit.

LIFE MEMBERS also pay a lower dues amount.

You can apply for LIFE MEMBERSHIP once you are fully retired from our trades.

Please contact your District Council or Local Union office to learn more about applying for LIFE MEMBERSHIP.



RECENT RETIREES

JUNE 2, 2023 - SEPTEMBER 1, 2023

Name	LU #	Name	LU #	Name	LU #
William Carl Adams	LU 467	Terri Ann Brown	LU 1010	William Ronnie Doyle.....	LU 1010
John Carl Adney	LU 1094	Timmy Dean Butler	LU 1237	Richard Stanley Drake.....	LU 1976
Refugio A Alejo	LU 636	Virgil Allen Butt	LU 930	Darin John Dutcher.....	LU 155
Daniel Patrick Alleaume.....	LU 1621	James Michael Butts.....	LU 1399	Neihl Wayne Edwards.....	LU 252
Lester King David Alter, III.....	LU 77	Edgar Oswaldo Caita.....	LU 1010	Peter Egry, Jr.	LU 1087
Franklin John Altevogt.....	LU 90	Todd David Caldwell	LU 1275	Steven Reese Ellington	LU 300
Guiseppe Romeo Amato	LU 1010	David Leoning Callanta.....	LU 1621	Anthony Thane Emery	LU 558
Albert Wayne Amerson	LU 57	Marc Antony Cancilla	LU 43	Peter Michael Enderle.....	LU 27
Albert Hans Anderson, III.....	LU 1178	Stephen Harold Carey, III	LU 707	Alfonso Renier Escoto	LU 18
Robert Andrew Anderson	LU 386	Joe Allen Carpenter	LU 156	Tracy Lynne Evans.....	LU 209
Ramon Michael Andrade.....	LU 823	Johnny Ray Caruso	LU 1955	Anthony Jerome Fells, Jr.	LU 57
Roy Dean Ard	LU 558	Lawrence Brush Carvalho, Jr.	LU 159	Timothy Albert Ferguson	LU 79
Raul Perez Arredondo	LU 52	Joe Francis Cassatt, Jr.....	LU 558	Paul David Fernicola.....	LU 252
Edwin Arroyo	LU 2018	Daniel Todd Chapman	LU 246	Robert Michael Ferrara	LU 1087
Wayne Patrick Arthur	LU 963	Willie Ford Chislom.....	LU 1940	Scott B Flint.....	LU 694
Perry Lew Atkins.....	LU 300	Wayne Robert Christ	LU 1087	Louis Anthony Fringo	LU 201
Marco Antonio Avalos.....	LU 1136	Michael Joseph Chrzan.....	LU 1165	Thomas John Gania.....	LU 476
Ralph Martinez Avila, Jr.....	LU 1176	Scott Edward Cole	LU 113	Mark Wayne Gapol	LU 169
David Ayala	LU 53	Danny Wayne Collum	LU 1778	Daniel Ross Gardiner.....	LU 1962
Jeffrey Allan Badgeley	LU 294	Scott Warren Comendant.....	LU 1176	Willie Venard Gatlin.....	LU 521
Kenneth William Barnes.....	LU 1094	John Dominic Corso, Jr.....	LU 6	Michael James Giannangeli	LU 2006
Maritza Guadalupe Barreras	LU 1010	Kenneth William Cortum, II.....	LU 246	Thomas Dean Gibson.....	LU 209
Daniel Gerard Barrett.....	LU 386	Mark Charles Cozzens	LU 707	Robert Wallace Gilchrist.....	LU 1
Mark Alan Bartlett.....	LU 636	Lawrence James Craig.....	LU 639	Joseph Lee Godwin.....	LU 1331
Jeffrey Allen Barton	LU 1144	Peter Thomas Cramer	LU 61	Angel Antonio Gonzalez.....	LU 1456
Wayne George Bashwinger	LU 201	Edward Joseph Cronan, III	LU 391	Michael Alan Green	LU 27
John Worth Beatty, Jr.....	LU 636	Donald Wayne Crook.....	LU 427	George Albert Greene.....	LU 1036
Juan Jose Becerra	LU 636	Gerald Denathon Cummings.....	LU 57	Athanassios Gudasas.....	LU 24
Luis Miguel Berrueta	LU 130	Donald Wayne Daigle	LU 1333	John Floyd Hall.....	LU 363
John Russel Besaw.....	LU 300	Michael Daniel Davis.....	LU 1176	Joseph James Haltam	LU 112
Thomas Jonathan Best	LU 300	Terry Lynn Doane.....	LU 677	Peggy Louise Handley	LU 2011
Timothy Alan Blevens.....	LU 437	Kevin Patrick Donahue.....	LU 941	Raymond Lynn Harrington.....	LU 424
David Thomas Boles	LU 47	William David Dorn	LU 639	Glenn Paul Harris	LU 577
Joey Wade Bradley	LU 363	Harold Doyle, Jr.....	LU 1	Gary Lee Hartle.....	LU 847

Name	LU #
Timothy Todd Hartlieb	LU 252
Thomas Milton Hatfield	LU 1244
Michael Anthony Heatherly	LU 27
Andrew Vincent Heeb.....	LU 660
Gary Lee Heier	LU 106
David Nicholas Herderhorst.....	LU 120
Louie Zuniga Hernandez	LU 1036
Ricardo Hernandez	LU 1010
Clint Wesley Hildebrandt	LU 156
Hughie Earl Hill, Jr.....	LU 43
John Donovan Holwell	LU 27
Paul Lewis Huguelet.....	LU 7
Walter John Ilczynsyn	LU 2301
Jeanette Ingram.....	LU 1756
John Will Isaac, III	LU 118
Colee Jackson, Jr.	LU 830
Heriberto Solis Jimenez	LU 118
Donald Roger Jones.....	LU 707
John Edward Jones, Jr.....	LU 1009
Theron Edward Jones	LU 1621
Clarence O'neal Julian.....	LU 57
Daniel Kenneth Kehoe.....	LU 802
Joseph Elmer Keller	LU 252
Shane Cameron Kelly	LU 36
John J Kessler	LU 845
Jeffrey David Kidder	LU 123
Janusz Krasowski	LU 1087
William James Lamwers	LU 880
Kenneth Ray Landrum.....	LU 460
Vincent Morris Lane	LU 1009
Scott Ronald Lapworth	LU 577
Jose Luis Ledezma	LU 1778
John Arthur Lee, Sr.....	LU 567
Elgia Renard Leigh.....	LU 607

Name	LU #
Craig Roderick Lennox	LU 1122
Scott Alan Levier	LU 109
Diamantino N Lima.....	LU 806
Armando Livas	LU 807
Christopher Louden.....	LU 47
Samuel Lourenco Lourenco, Jr.....	LU 1047
Brijnauth Mangroo	LU 206
William Kevin Marlatt	LU 363
Jeffrey Curtis Martens	LU 159
Mark A Maschinot.....	LU 238
Angelo Americo Mastrandrea.....	LU 1009
Louis Wayne May	LU 1010
Roger Craig McClelland.....	LU 364
Patrick Joseph Mcdermott.....	LU 1456
William Scott McDonald.....	LU 1036
John Albert Mcfadden.....	LU 2011
Thomas Allan Mcglasson.....	LU 130
Anthony Jack Meduri	LU 252
Todd Eugene Mehalic	LU 465
David Melonja.....	LU 2006
Paul Mercuri	LU 24
Peter Hans Merk	LU 8A-28A
David John Meyers	LU 1087
William Wally Micon, Jr.....	LU 43
Robert William Miernicki	LU 1087
Gerard Anthony Mitchell	LU 1486
Anthony John Monteverde	LU 1621
Richard Sean Moudy	LU 27
Bruce Alan Mouser	LU 774
Mokhtar Mullaai	LU 20
Gregory Paul Mullinary.....	LU 6
Daniel Munoz	LU 130
Efrain Munoz	LU 1244
Gail Lee Naughton.....	LU 27

Name	LU #
James Clarence Nelson.....	LU 27
Michael John Niola	LU 24
Daniel Clayton Nowaczyk	LU 27
Robert Duane Nowlin.....	LU 1185
Rinde Lee O'brien	LU 1165
Edward Frank Ogden, Jr.	LU 61
Muhamet Omari.....	LU 1456
Ruben Ortiz	LU 1036
Donald William Page, Jr.....	LU 1052
Marvin Russell Patton	LU 130
Timothy Eugene Pavlic.....	LU 2011
Michael John Pavolka, Jr.	LU 707
Russell Allen Pebbles.....	LU 1075
Bogdan Ludwik Pelkowski.....	LU 1955
Jacob Christopher Perkins	LU 963
John Paul Petee.....	LU 1803
Mark Steven Priest.....	LU 1165
Timothy Lee Probyn	LU 157
Fidencio F Ramirez.....	LU 636
Manuel Ramos, Jr.....	LU 18
Cayetano Rayas	LU 1036
James Randall Redmond.....	LU 1244
Timothy Steven Richardson.....	LU 1036
Pascall Parris Rigault-Stewart.....	LU 19
Gary Gerard Roberson	LU 27
Daniel Stephen Rodig	LU 27
Charles Stagg Rogers, Jr.	LU 694
Donald Kevin Ross	LU 300
Manuel Antonio Saborido, Jr.	LU 20
Dale Eugene Salmen.....	LU 386
Britzi Ademir Santos.....	LU 1991
Gary Allen Satterlee.....	LU 1922
Mark Andrew Sauter	LU 364
Edward Carlton Scarbro.....	LU 970

RECENT RETIREES

JUNE 2, 2023 - SEPTEMBER 1, 2023

Name	LU #	Name	LU #
Lawrence Christopher Schiavone.....	LU 277	Timothy Ray Waldrop	LU 1940
Michael Eugene Schlueter	LU 386	David Charles Ward	LU 549
David Alan Schmidgall	LU 157	Lissa Joy Ward	LU 156
Bill Lee Schwartz	LU 61	David Anthony Wehrfritz	LU 363
Jessie James Scott, Jr.....	LU 6	David Patrick Weiss	LU 970
David Leland Sears	LU 61	Gregory Thomas Welton.....	LU 188
Guy Monroe Shamblee.....	LU 53	Tyrone White	LU 1047
Ricky Thomas Shelafoe	LU 386	Stephen Michael Williams.....	LU 391
Gary Eugene Sherman.....	LU 555	Steven Mark Wittrock	LU 930
Gerry Lemar Showers.....	LU 1010	Joseph Jerome Wloszek.....	LU 707
Richard Dale Shultz	LU 1165	Jim Lee Womack	LU 300
Andrew Nicholas Sifuentes.....	LU 86	William Fisher Wright, III.....	LU 2011
Rodney Paul Slaton	LU 804	Edward Richard Young, Jr.....	LU 27
James Francis Slattery	LU 409	Thomas Ralph Zecher	LU 357
Bret Bennett Smith.....	LU 157	Francisco Javier Zuniga	LU 1036
Edward Mark Smith.....	LU 123		
Roy Harold Somers.....	LU 277		
Victor Martinez Soto, Jr.....	LU 1975		
Peter Stepanovich, Jr.....	LU 6		
Don Spike Stephens	LU 1087		
James William Stiles	LU 1036		
Mary Lou Stout	LU 252		
Terry Lee Sundahl	LU 1486		
Gery Allen Swanson	LU 106		
Alan Tallaksen	LU 155		
Wynn Percell Thomas	LU 829		
Maurice Arron Thompson.....	LU 1036		
Clarence Donnell Timpson	LU 159		
Jose Torrent.....	LU 20		
Mate Turkovic	LU 20		
Peggy Darlene Vaughn.....	LU 1621		
Victor Ricardo Venegas.....	LU 806		
William Canio Verrastro	LU 186		
Richard Dennis Vigil	LU 823		

RETIREMENT

DISTRICT COUNCIL 46 | ONTARIO



CELEBRATING ZORAN PAVLOV'S RETIREMENT

After 36 years working with the same company where he started as an apprentice, District Council 46/Local Union 1590 member Zoran Pavlov has retired. "My first retirement purchase was a new Mustang sports car, and I now spend my free time traveling with my wife, Karin, and gardening. Joining the IUPAT was the best decision that I ever made, and I encourage all young people I speak with to do the same," said Pavlov.

Well said, brother. Congratulations!



Zoran Pavlov

RECENT RETIREES

SEPTEMBER 2, 2023 - DECEMBER 1, 2023

Name	LU #	Name	LU #	Name	LU #
Guillermo Garcia Acosta	LU 1036	Robert Eugene Crawford	LU 1168	William Sherman Grove, III.	LU 1937
Christopher Dale Aicklen	LU 1244	Antonio Cruz-Alvarado.....	LU 300	Richard John Gursky, Jr.....	LU 694
Lee Richard Anderson	LU 357	Peter Cuello, Jr.	LU 27	Kim Sabrina Hamilton	LU 437
Mladen Jevov Apostolov.....	LU 19	Emilia C Cuervo.....	LU 1010	Randal Hampton	LU 238
Anthony Herman Armitage.....	LU 246	Harry Dapena.....	LU 159	Albert Earl Hanselman	LU 1118
Gregory Dean Arnett.....	LU 1052	Jose Eugenio Delgado	LU 636	Stephen Paul Hansen.....	LU 159
Gar Aubrey	LU 38	Ricky Jay Demun.....	LU 150	George John Hardiman	LU 707
Verdon Eugene Auman, II.....	LU 201	Ronald Joseph Dendauw.....	LU 300	Eugene Kenneth Harshman	LU 300
Amilcar De Jesus Ayala Recinos... LU 1036		James Denny	LU 300	Edward Earl Herderhorst, Jr.....	LU 120
David Patrick Baiza.....	LU 1136	Claude Olivier Desjardins	LU 452	Denny Dee Higginbotham.....	LU 47
Ernest Nick Baros.....	LU 823	Michael Arthur Donnellan.....	LU 1044	Kenneth Lee Hilton.....	LU 2012
Ronald Eugene Beck.....	LU 1185	Jorge Dos Santos	LU 1047	Luis Enrique Hislop	LU 1244
Todd Carl Borel	LU 660	James Douglas, III	LU 386	Ricky Duwayne Hoff	LU 607
Raymond Leslie Borg.....	LU 61	William Edward Dozier, Jr.	LU 1036	Reed Alan Holub	LU 1178
Michael Argyle Boyce.....	LU 19	Santiago Duenas.....	LU 1136	Kenneth Clinton Howard	LU 252
Donald Joe Bradley.....	LU 970	Chester Charles Duncan	LU 1275	Joseph Somers Howardell.....	LU 277
Patrick Wayne Breneman	LU 33	Michael Patrick Dunleavy	LU 1955	Milko Todorov Ignatov.....	LU 300
James John Brodginiski	LU 2018	Diosdado Mariano Efe.....	LU 1621	Joseph Thomas Jackson.....	LU 27
Allan Gregory Brooks	LU 1036	Michael William Emenhiser.....	LU 469	John Ben Jenkins.....	LU 53
Ronald David Brown.....	LU 150	Ronald Edward Emmett, Jr.....	LU 252	Thomas Alan Jerge.....	LU 677
Richard Patrick Browning	LU 79	Alfred James Falkenstein	LU 1976	Glenn Marchand Johnston, Sr.	LU 252
David Edward Bruschi, Sr.	LU 6	Virginia Valentine Finch	LU 1621	Keese K Kennedy, Jr.....	LU 1399
Eddie Paul Bullock	LU 130	Betty Lou Fiorilli	LU 476	Mark Eric Kohrs.....	LU 1178
Donald Edward Burt.....	LU 505	David Kenneth Fisher	LU 27	Jeffrey Kordel	LU 357
Dennis Eric Byrd, Jr.	LU 841	Mark Eric Fittery, Sr.....	LU 252	Stephen James Krzyminski	LU 1803
Paul Byrne	LU 1047	Donald Wade Francis	LU 970	Ricky Joseph Kueber	LU 156
William James Cantwell, Jr.....	LU 61	Timothy David Fye.....	LU 252	Joseph Michael Laricchia	LU 1036
John Michael Carter	LU 930	Jeffrey Michael Gibson	LU 300	Sherman Lattin	LU 460
Clive Ethelbert Chamberlain.....	LU 300	Joseph Anthony Gillen	LU 27	David Robert Laverdiere.....	LU 845
Daniel Edward Chamberlin	LU 607	Robin John Glantz.....	LU 567	John Patrick Lawson.....	LU 806
Donald Joseph Christopher	LU 181	Robert Charles Glueck, Jr.....	LU 1244	Dean Arnold Layton	LU 1176
Daniel Bert Cobarruviaz.....	LU 718	Santos Burgueno Gonzalez.....	LU 159	David Wayne Lee	LU 1178
Kenneth Gene Coglizer, Jr.	LU 246	Patrick Elton Goodman	LU 1165	Michael Anthony Lee, Sr.....	LU 27
Jose Alfonso Colocho	LU 831	Valery Grimberg	LU 24	Timothy Alan Lee	LU 106
William Earl Cook	LU 460	Steven Lee Grimes.....	LU 90	Phillip Lesniewski	LU 7

Name	LU #	Name	LU #	Name	LU #
Carlos Alberto Lopez	LU 113	Douglas Keith Ostlund	LU 880	James Andrew Smith	LU 226
Russell Richard Lyden, Jr.	LU 1331	Roger Duane Parker	LU 112	Orin Randell Smith	LU 157
Robert David Lyman	LU 159	John Francis Payne	LU 169	Ronald Lewis Smith	LU 930
Ruben Avina Magana	LU 1991	Gerald Frances Perkins	LU 2011	Howard Allen Soderberg, Jr.	LU 169
Robert Maggard	LU 1621	Matthew Paul Perrin	LU 2001	Joe Allen Sponsler	LU 1036
Guillermo H Maldonado	LU 364	Harold Bell Perry, Jr.	LU 1136	Frank Jacob Springer	LU 6
Michael Lawrence Marino	LU 718	David Pezzutti	LU 1072	Kevin Ray Starr	LU 169
James Joseph Markus	LU 2001	Gregory Vincent Pitoscia	LU 61	Jeffrey Allen Stoddard	LU 481
Dane Lloyd Marshall	LU 1144	Patrick Joseph Porter	LU 252	Darwyn Ray Stubblefield	LU 300
Juan Manuel Martinez	LU 193	Jose Antonio Portillo	LU 1036	Tonya Kay Stuckey	LU 1165
Ronald Anthony Martinez	LU 1621	Jose Israel Quijada	LU 365	Teresa Lynn Swinehart	LU 1756
Jose Guadalupe Mata Catalan	LU 1136	Timothy Michael Rabeau	LU 2011	John Michael Talos, Sr.	LU 27
Rafael Mateo-Jackson	LU 1010	Timothy Jay Reedy	LU 930	Frank Keith Tapley	LU 1756
Robert Marshall Matthews	LU 1846	Joseph Regan	LU 2018	Samuel Tate Bey	LU 779
Wayne Edward McClellan	LU 31	Bradley Scot Revell	LU 607	Dennis Eugene Thomas	LU 57
Vikki Lynn Mcneeley	LU 6	Robert Ernest Reynolds, Jr.	LU 38	Darrin Ray Thompson	LU 157
Julio Bernabe Medina	LU 890	Brian Eric Richards	LU 1144	Tim Verl Thornock	LU 1959
Laura June Melphy	LU 930	Henry Anthony Rivera	LU 1247	Nickolaos Tsaftarides	LU 707
Ricardo Israel Merida	LU 1036	Ariel Jose Rodriguez	LU 88	David Vasquez	LU 1281
James Michael Meyer	LU 1486	Cesar Angel Romero	LU 1047	Robert Vasquez	LU 1991
Russell Eugene Modesitt	LU 1144	Ronald Rothenbucher	LU 1486	Thomas Joel Vaughn	LU 120
Arturo Montes	LU 1036	Phillip Boyd Rucker	LU 249	Frank Vazquez, III	LU 18
Robert Francis Montgomery, II	LU 2011	Clifford Antonio Russell	LU 1087	Earl Francis Wallace, Jr.	LU 1976
Donald Richard Mooney	LU 1144	Richard Howard Sales	LU 61	Brian Mills West	LU 300
Thomas Conrad Mott	LU 1011	Mark Anthony Sandoval	LU 636	Keith Harlan West	LU 24
Dana Wayne Mulei	LU 567	Francisco Santos	LU 1047	Walter Thomas Whatley	LU 120
Daniel Patrick Naughton	LU 27	Jeffrey Martin Seltzer	LU 31	Karl Mark Wieder	LU 1955
Thomas Alan Nayman	LU 181	Louis Henry Serrato, Jr.	LU 294	Jeffrey Giles Wiesner	LU 770
Santiago Nazario	LU 1047	Bryan Scott Sharpe	LU 159	Donald Wayne Williams	LU 79
Perry John Nelson	LU 61	Ilya Vladimir Shevel	LU 829	Robert Charles Woliver	LU 1274
Tracy David Nelson	LU 386	Patrick Michael Shuman	LU 427	Carl Ray Wood	LU 7
Timothy Carl Nesselhauf	LU 788	Kirk Bernard Simpson	LU 1020	Michael David Woodruff	LU 130
James Nowak	LU 751	Michael Allison Sisk	LU 1512		
Daniel Patrick O'brien	LU 391	Raymond Douglas Slappe	LU 970		
Thomas Gabor Onody	LU 1976	Donald Gene Smiechowski	LU 830		

IN MEMORIAM

APRIL 1 - JUNE 30, 2023

Local	First	Last	Amount
3	Ronald	Park	\$3,000.00
3	David	Pastorino	\$3,000.00
6	Mark	Kovalchuk	\$3,000.00
6	Duane	Sprenger	\$3,000.00
10	Michael	O'Brien	\$3,000.00
12	Michael	Galvin	\$3,000.00
12	Joseph	Romeo	\$3,000.00
12	John	Tavis Jr.	\$3,000.00
31	Wendell	Lupton	\$3,000.00
31	LaVern	Williams Sr.	\$3,000.00
43	Walter	Olejniczak	\$3,000.00
47	Gary	Zieger	\$3,000.00
53	James	Whitt	\$3,000.00
57	Charles	Ray	\$3,000.00
61	Dell	Wissler	\$3,000.00
109	John	Kuehl	\$3,000.00
115	Steven	Baker	\$3,000.00
115	Donald	Huber	\$3,000.00
115	Gary	Riefling	\$2,500.00
138	Ive	Banovac	\$3,000.00
155	Carl	Behrendt	\$3,000.00
155	Bruce	Peterson	\$3,000.00
156	Bryan	Dyer	\$3,000.00
156	Raymond	Whitaker	\$3,000.00
159	Lloyd	Sharpe Jr.	\$3,000.00
159	James	Strobel	\$3,000.00
163	James	Ewing	\$3,000.00
178	Larry	Burke	\$3,000.00
181	Joshua	Neff	\$2,500.00
181	Steven	Wyant	\$3,000.00
188	Jimmy	Dewberry	\$3,000.00
188	Rick	Johnson	\$3,000.00
188	Walter	Knab	\$3,000.00
188	Richard	Lawrenson	\$3,000.00
191	Lee	Kasner	\$3,000.00
191	David	Moone	\$3,000.00
193	Harbin	Harris	\$3,000.00
194	Dennis	Calvert	\$3,000.00
205	Stewart	Bowles	\$3,000.00
265	Wade	Bluck	\$3,000.00
265	Joseph	Lopez	\$3,000.00
265	Ramon	Marquez	\$3,000.00
272	John	Villalpando	\$3,000.00
273	Harry	Kekatos	\$3,000.00
288	Richard	Claypool	\$3,000.00

Local	First	Last	Amount
365	Jose	Escobar	\$3,000.00
386	Theodore	Anderson	\$3,000.00
386	Roger	Hornnes	\$3,000.00
386	John	Leckas	\$3,000.00
409	John	Ellenberger	\$3,000.00
437	Harvey	Gay	\$3,000.00
456	Jeremy	Snyder	\$3,000.00
460	Mark	Hughes	\$3,000.00
460	Kenneth	Reeder	\$3,000.00
460	Peter	Saims	\$3,000.00
460	Frederick	Urbanek	\$3,000.00
476	Bernie	Leko	\$3,000.00
487	Manuel	Delgado	\$3,000.00
505	Thomas	Boyer	\$3,000.00
510	Maynard	Fairchild II	\$3,000.00
514	Larry	Harris	\$3,000.00
549	Anthony	Bruno	\$3,000.00
550	Paula	Baldwin	\$3,000.00
557	Rino	Dardengo	\$3,000.00
558	Robert	Hatfield	\$3,000.00
558	Duane	Neiswender	\$3,000.00
558	Larry	Philpott	\$3,000.00
607	Richard	Mauerman	\$3,000.00
636	Richard	Rodriguez	\$3,000.00
694	Jake	Schreck	\$3,000.00
707	Albert	Dedaj	\$13,000.00
707	Mark	Fischer	\$3,000.00
707	Raymond	Heisner Jr.	\$3,000.00
707	Kenneth	Libal	\$3,000.00
718	Michael	McClure	\$3,000.00
718	Richard	McDougall	\$3,000.00
756	Kevin	Carson	\$3,000.00
756	Jerry	McCalib	\$3,000.00
779	Al	Brigan	\$3,000.00
781	Karie	Albrecht	\$3,000.00
781	Orville	Neumann	\$3,000.00
802	Floyd	Thornton	\$3,000.00
807	Robert	Gamble	\$3,000.00
823	Arthur	Kavanaugh	\$3,000.00
830	Harry	Pitcher	\$3,000.00
830	Martin	Ponce	\$3,000.00
831	Kelly	Green	\$3,000.00
831	Fred	Guerrero	\$3,000.00
831	Jace	Remington	\$3,000.00
831	Matthew	Youngberg	\$3,000.00

IN MEMORIAM

APRIL 1 - JUNE 30, 2023

Local	First	Last	Amount
841	Richard	Atkins	\$3,000.00
841	Ronald	Frazier	\$3,000.00
845	Jeffrey	Christiansen	\$3,000.00
880	Vernon	Selberg	\$3,000.00
890	William	Hall Jr.	\$3,000.00
910	Frank	Jorn	\$3,000.00
913	Raymond	Pahnke	\$3,000.00
913	James	Sullivan	\$3,000.00
939	Mario	Boucher	\$3,000.00
970	Denver	McCallister	\$3,000.00
970	Sergio	Mejia	\$3,000.00
970	Herbert	Siller	\$3,000.00
1036	Thomas	Bakkila	\$3,000.00
1036	Francis	Fernandez	\$3,000.00
1036	Gus	Gialamas	\$3,000.00
1036	Reginald	Grzeskowiak	\$3,000.00
1036	Max	Johnson	\$3,000.00
1036	Carlos	Marin	\$3,000.00
1036	Ivan	Partida	\$3,000.00
1036	Pat	Woolsey	\$3,000.00
1094	Richard	Robinson	\$3,000.00
1122	Robert	Perry	\$3,000.00
1122	Kenneth	Richards	\$3,000.00
1151	Maurice	Hachey	\$3,000.00
1156	Chris	Handegan	\$3,000.00
1156	Thomas	Schulte	\$2,500.00
1156	Anthony	Summers	\$3,000.00
1165	Bernard	Jansen	\$3,000.00
1165	James	Martin	\$3,000.00
1178	Patricio	Perez	\$3,000.00
1199	Wayne	Coleson	\$3,000.00
1247	Kendall	Angell	\$3,000.00
1247	Elvis	Counts Jr.	\$3,000.00
1247	Sergio	Guerrero	\$3,000.00
1247	Ruben	Hidalgo	\$3,000.00
1247	Jack	Pierini	\$3,000.00
1275	William	Beavers Jr.	\$3,000.00
1275	Michael	Foster	\$3,000.00
1275	Roger	Graves	\$3,000.00
1331	Franklin	Baldwin	\$3,000.00
1331	Simmie	Cromer	\$3,000.00
1333	Charles	Samson	\$3,000.00
1399	Abraham	Torres	\$3,000.00
1456	Santos	Garcia	\$3,000.00
1456	Ernesto	Runco	\$3,000.00

Local	First	Last	Amount
1486	Daniel	Festa	\$3,000.00
1486	Michael	Fusco	\$3,000.00
1486	Stanley	Hyman	\$3,000.00
1590	Ron	Morgan	\$3,000.00
1791	Mafelomeno	Flores	\$3,000.00
1803	Randal	Hunyor	\$3,000.00
1891	Manuel	Ferreira	\$3,000.00
1891	Tomislav	Labrovic	\$3,000.00
1891	Alberto	Mazzaro	\$3,000.00
1891	Armando	Nogueira	\$3,000.00
1891	Carlos	Norberto Lopes	\$3,000.00
1891	George	Novokmet	\$3,000.00
1926	Bryan	Branch	\$3,000.00
1940	Lyod	Butler	\$3,000.00
1944	Alejandro	Clarabal	\$3,000.00
1955	Willie	Finney Jr.	\$3,000.00
1984	George	Champion	\$3,000.00
1984	William	McCarthy	\$3,000.00
2011	Norman	Haigh	\$3,000.00
2011	Zachary	Kissinger	\$3,000.00
2011	Allen	Pettit	\$3,000.00
2012	Bill	Yeager	\$3,000.00
2341	Martin	Bickel	\$3,000.00
2341	Charles	Ruedlin Jr.	\$3,000.00
2352	Ray	Compagnoni	\$3,000.00
2352	Earl	Siler	\$3,000.00
2353	Arthur	Barton	\$3,000.00
2353	James	Kaneris	\$3,000.00
8A28A	Devon	Millington	\$3,000.00

IN MEMORIAM

JULY 1 - SEPTEMBER 30, 2023

Local	First	Last	Amount
1	Glenn	Baughman	\$3,000.00
1	George	Ellers	\$3,000.00
6	Mark	Wozniak	\$3,000.00
10	James	King	\$3,000.00
12	Hilario	Alcantar Jr.	\$3,000.00
12	Benjamin	Casillas Jr.	\$13,000.00
47	Robert	Waugh Jr.	\$3,000.00
61	Bernard	Hausen	\$3,000.00
83	David	Schieber	\$3,000.00
86	Elmer	Ducheneaux	\$3,000.00
91	Kevin	Truax	\$3,000.00
97	Giorgio	Gambino	\$3,000.00
97	Dennis	Smigielski	\$3,000.00
106	James	Armstrong	\$3,000.00
106	Terrance	Lee	\$3,000.00
108	Richard	Raab	\$3,000.00
108	Russell	Reff	\$3,000.00
115	Estes	Alsup	\$3,000.00
115	George	Carter	\$3,000.00
118	Charles	Sievert	\$3,000.00
130	Jack	Arbing Jr.	\$3,000.00
138	Michael	Bycroft	\$3,000.00
138	Paul	Keller	\$3,000.00
156	Donald	Johnson	\$3,000.00
159	Joseph	DeMaio Jr.	\$3,000.00
177	Kenneth	Hogue	\$3,000.00
177	L. Peter	Whelan	\$3,000.00
188	Andrew	Smith	\$3,000.00
201	Anthony	Giglio	\$13,000.00
249	Donald	Jones	\$3,000.00
252	Roderic	Smith	\$3,000.00
275	Alexander	Mihalec	\$3,000.00
277	Mark	Cerione	\$3,000.00
300	Lyle	German	\$3,000.00
357	James	Beran Sr.	\$3,000.00
357	Harold	Elders Sr.	\$3,000.00
357	Cody	Strickland	\$3,000.00
365	Adeilson	Santos	\$3,000.00
386	James	Hotovec	\$3,000.00
386	Davante	Reid	\$3,000.00
387	Donald	Alexander	\$3,000.00
409	Frederick	Shoup	\$3,000.00
507	Alfredo	Flores	\$3,000.00
510	Kenneth	Hunt	\$3,000.00
513	Oliver	Loehr	\$2,500.00

Local	First	Last	Amount
514	Everett	Cilley	\$3,000.00
521	Elsa	Romo	\$3,000.00
530	Michael	Teague	\$3,000.00
558	John "Jack"	Carter	\$3,000.00
577	Roger	Aubrey	\$3,000.00
577	William	Daley Jr.	\$3,000.00
660	Jeffrey	Carroll	\$3,000.00
718	Charles	Caliva	\$3,000.00
740	Karl	Werner	\$3,000.00
751	Ricky	Osborne	\$3,000.00
756	Rex	Hawley	\$3,000.00
767	James	Palmer	\$3,000.00
770	Roger	McNab	\$3,000.00
781	John	Barnharst	\$3,000.00
781	Malford	Schertz	\$3,000.00
781	Vernon	Voss	\$3,000.00
804	Gary	Davis	\$3,000.00
830	William	Weber	\$3,000.00
841	Darrell	Lockhart	\$3,000.00
841	Richard	Luft Jr.	\$3,000.00
841	Lawrence	White	\$3,000.00
910	Edward	Meier	\$3,000.00
913	Angelo	Kornaros	\$3,000.00
913	Leroy	Price	\$3,000.00
970	Martin	Zenk	\$3,000.00
1009	Francisco	Marquez	\$3,000.00
1009	Fernando	Rios	\$3,000.00
1036	Fermin	Contreras	\$3,000.00
1036	Richard	Ramirez	\$3,000.00
1044	George	Galvin	\$3,000.00
1047	Robert	Bobal Jr.	\$3,000.00
1047	Stephen	Russo	\$3,000.00
1052	Allen	Giraud	\$3,000.00
1122	Ronald	MarcAurele	\$3,000.00
1144	John	Thompson	\$3,000.00
1144	Roger	Waterman	\$3,000.00
1165	Michael	Hunnicutt	\$3,000.00
1199	John	Spellman	\$3,000.00
1275	Barton	Jones	\$3,000.00
1275	William	Proctor	\$3,000.00
1399	Dale	Palm	\$3,000.00
1486	Anthony	Ciccolella	\$3,000.00
1494	Frank	Basile	\$3,000.00
1527	William	Hendry	\$3,000.00
1590	Gary	Burla	\$3,000.00

IN MEMORIAM

JULY 1 - SEPTEMBER 30, 2023

Local	First	Last	Amount
1621	Dennis	Long	\$3,000.00
1621	George	Padilla	\$3,000.00
1778	Albert	Segura	\$3,000.00
1819	Nicola	Angellotti	\$3,000.00
1889	David	Gomez	\$3,000.00
1891	Gilberto	Rafael Tovar	\$3,000.00
1891	Raman	Sandal	\$3,000.00
1926	Fareti	Filo	\$3,000.00
1937	Carl	Raesly	\$13,000.00
1940	Thomas	Fitzgerald	\$3,000.00
1944	Brian	Almodovar	\$3,000.00
1959	William	Tate	\$3,000.00
1969	William	Castellano	\$3,000.00
2002	Duane	Sutton	\$3,000.00
2006	Charles	Spangenberg	\$3,000.00
2011	Raymond	Groeber	\$3,000.00
2018	William	Pierce	\$3,000.00

