



# Journal

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## Union Pride!



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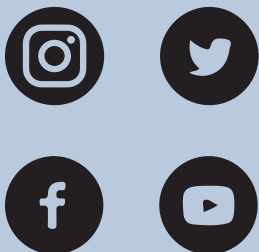
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# A MESSAGE FROM GENERAL PRESIDENT JIMMY WILLIAMS JR.

## A CULTURE OF CHANGE

Since I became our union's General President a year and a half ago, my major priorities have been to strengthen and expand our market share, grow our membership, and in many ways, change the culture. I've sought to change the culture to orient our union towards greater transparency, robust member engagement, building an aggressive fighting union, and long-term planning to make the IUPAT as strong as possible for future generations. Many things have been made clear from conversations my team and I have had with our members throughout the United States and Canada, and I considered them when I began mapping out a plan for the long-term future of our union.

Put simply, we all know the workforce in our trades has changed greatly throughout the last decade, as many more women and people of color have joined the IUPAT in the hope of attaining the great promise our union has offered to millions of working families for over 136 years. It's up to us to build our union so it reflects everyone in our trades and the construction industry at large. We must also acknowledge that to flourish for decades, we must recruit in new ways and new communities, intentionally train and develop diverse leadership, organize across languages, and be an inclusive union that finds its strength in standing together.

For our union to be healthy and strong, we must take our efforts around diversity, equity, and inclusion very seriously. Today, our union is more diverse than ever. For example, our constituency committees for Black workers and women are the largest they've ever been. Yet, we still have so much work to do, especially in recruiting Black workers who've historically been disenfranchised and lacked opportunity in the skilled trades. We must also acknowledge the reality that 30 percent of construction workers in the United States are Hispanic and Latino, and Spanish-speaking workers are increasingly common in Canadian construction, as well. It's crucial we invest in more Spanish-speaking organizers while developing Hispanic and Latino leadership all throughout our union and making our materials and meetings as accessible as possible for Spanish speakers.

As we recruit more workers of color and women into our union's skilled trades, we must also acknowledge the discrimination they've historically faced in not getting enough hours on jobs. We're doing everything in our power to enforce our contracts, ensure our contractors are treating everyone fairly and standing up for every member on job sites alongside our reps, and broaden the shop steward program to combat discrimination wherever it pops up.

When we expand our union's opportunities to more women, workers of color, and immigrant workers, we have the potential to positively transform the lives of tens of thousands of workers and their families. I have seen and heard many stories throughout the last year and a half about how the IUPAT apprenticeship program has changed lives. Two members I'd like to spotlight in particular that embody why our union's work on diversity and inclusion is so important are Geovanny Brito Quinones and Jada Marsh.

Geovanny Brito Quinones is a fourth-year drywall finishing apprentice with District Council 21/Local Union 1955 (Philadelphia, Pennsylvania). He was born in Puerto Rico, and when he was 12, he and his family moved to Philadelphia for a better life. In 2019, he joined our union and says it changed his life. Today, due to being a part of our union and learning a skilled trade, he's now the first member of his family to own a home. He told us, "One of the things that I'm most looking forward to is helping new apprentices follow in my footsteps." When President Biden visited DC 21's Training Center in Philadelphia on March 9, 2023, Brother Quinones was honored to introduce the president and share his story about the power of union apprenticeships.

Jada Marsh is a fourth-year industrial painting apprentice with District Council 46/Local Union 1590 (Sarnia, Ontario). Sister Marsh will soon be the first woman journey worker out of LU 1590. While working in a warehouse that was facing layoffs, she began to consider our union's apprenticeship, which offered a more stable career path with benefits. Now, she says she no longer needs to worry about things she used to worry about, like needing new glasses or a prescription from the doctor's office. She said, "If I can do it, you can,

**General President Jimmy Williams Jr. with DC 21/LU 1955 member and fourth-year drywall apprentice Geovanny Brito Quinones. Quinones introduced President Biden during his March 9, 2023, address from the DC 21 Training Center in Philadelphia, Pennsylvania.**



too.” She also shared that being a member of the IUPAT means everything to her. She knows that other people have her back, and she has theirs.

Stories like these are why our efforts around recruiting apprentices and diversity are so important, and I hope you all keep them in mind as we aim to expand our efforts to bring more women, people of color, and immigrants into our union. Our union’s world-class training prepares people from all walks of life—regardless of race, gender, or ethnicity—to thrive with family-sustaining wages and high-quality benefits. Today our union is investing more into organizing than ever before in our history, and our efforts around diversity and inclusion will be essential to developing the IUPAT into the most healthy, fighting, and winning union we all know it can be. We organize and fight to represent everyone who does our skilled trades—that’s our mission and duty. If we continue to do things the way we’ve always done them, we’ll likely continue to get the same results—results that have led to a slow decline for many unions.

An issue of particular importance to me is combating mental health and substance use disorder within our industry. As I’m sure you’re aware, construction ranks second highest in suicide rates among major industries, and our particular crafts are no exception. When I was an apprentice, I saw many of my fellow brothers and sisters affected by substance abuse and addiction. Some of them recovered; many did not. It is our responsibility as a union to help our members, and we’ve created the Helping Hand program to take the lead. You’ll read more about the program and why it’s important in this *Journal*, but I wanted to emphasize just how crucial this issue is and that we all have a part to play in reversing the stigma of asking for help.

As we continue to build a culture of long-term planning, intentional and robust recruitment and retention, transparency and accountability, and fighting and winning together, I hope you all will join me in these efforts. The future is unwritten, and we can and must shape it as a historic chapter for our union that future generations of IUPAT members look back on as a defining moment.

# MENSAJE DEL PRESIDENTE GENERAL, JIMMY WILLIAMS JR.

## UNA CULTURA DE CAMBIO

Desde que asumí como presidente general de nuestro sindicato hace un año y medio, mis principales prioridades han sido fortalecer y expandir nuestra participación en el mercado, incrementar nuestra membresía y, de muchas maneras, transformar nuestra cultura. He buscado cambiar la cultura para orientar nuestro sindicato hacia una mayor transparencia, fomentar una participación activa de los miembros, construir un sindicato más agresivo y comprometido en la lucha por sus derechos y planificar a largo plazo para asegurar que el IUPAT siga siendo fuerte y sostenible para las generaciones venideras. Muchas cosas han quedado claras en las conversaciones que mi equipo y yo mantuvimos con nuestros afiliados en todo Estados Unidos y Canadá, y las tuve en cuenta cuando empecé a trazar un plan para el futuro a largo plazo de nuestro sindicato.

En resumen, nuestras conversaciones revelaron que la mano de obra en nuestros oficios ha experimentado un cambio significativo en la última década. Cada vez más mujeres y personas de color se unen al IUPAT en busca de la promesa que nuestro sindicato ha ofrecido a millones de familias trabajadoras durante más de 136 años. Es nuestra responsabilidad construir un sindicato que refleje a todas las personas en nuestros oficios y en la industria de la construcción en general. Además, es importante tener en cuenta que para prosperar a largo plazo, necesitamos adoptar nuevas estrategias de reclutamiento y nuevas comunidades, formar y fomentar líderes diversos de manera intencional, ofrecer servicios en varios idiomas y fomentar la inclusión para encontrar nuestra fuerza en la unidad.

Para asegurar la salud y fortaleza de nuestro sindicato, es esencial que tomemos en serio nuestros esfuerzos en cuanto a la diversidad, la equidad y la inclusión. En la actualidad, nuestro sindicato es más diverso que nunca. Por ejemplo, nuestros comités electorales para trabajadores negros y mujeres son actualmente los más grandes en la historia de nuestro sindicato. Sin embargo, aún queda mucho trabajo por hacer, especialmente en lo que se refiere al reclutamiento de trabajadores negros, que han sido históricamente privados de sus derechos y oportunidades en los oficios calificados. Es importante tener en cuenta que el 30 por ciento de

los trabajadores de la construcción en Estados Unidos son hispanos y latinos, y en la construcción canadiense, los trabajadores que hablan español son cada vez más comunes. Es crucial que invirtamos en organizadores que hablen español, mientras desarrollamos liderazgo hispano y latino en todo nuestro sindicato. Además, debemos asegurarnos de que nuestros materiales y reuniones sean accesibles para los hablantes de español.

A medida que continuamos reclutando más trabajadores de color y mujeres en nuestros oficios calificados, también debemos reconocer las barreras que han enfrentado históricamente, como la discriminación en la obtención de suficientes horas de trabajo. Estamos haciendo todo lo posible para hacer cumplir nuestros contratos, asegurarnos de que nuestros contratistas traten a todos de manera justa, y defendiendo a cada miembro en los lugares de trabajo, junto con nuestros representantes. Además, estamos ampliando el programa de delegados sindicales para combatir la discriminación dondequiera que aparezca.

Al expandir las oportunidades de nuestro sindicato a mujeres, trabajadores de color e inmigrantes, estamos abriendo la puerta a un potencial transformador en las vidas de decenas de miles de trabajadores y sus familias. Durante el último año y medio, he sido testigo y he escuchado numerosas historias sobre cómo el programa de formación del IUPAT ha transformado positivamente la vida de muchos trabajadores y sus familias. Dos miembros que quisiera destacar en particular, y que encarnan por qué el trabajo de nuestro sindicato en materia de diversidad e inclusión es tan importante, son Geovanny Brito Quinones y Jada Marsh.

Geovanny Brito Quinones es un aprendiz de cuarto año en acabado de yeso con el Consejo del Distrito 21/Sindicato local 1955 (Filadelfia, Pensilvania). Nació en Puerto Rico y cuando tenía 12 años, él y su familia se mudaron a Filadelfia en busca de una vida mejor. En 2019, se unió a nuestro sindicato y dice que le cambió la vida. Hoy, gracias a que es parte de nuestro sindicato y que está aprendiendo un oficio calificado, es el primer miembro de su familia en ser propietario de una casa. Él nos dijo: “Una de las cosas que más espero es ayudar a los nuevos aprendices a seguir mis pasos”. Cuando

**El Presidente General Jimmy Williams Jr. posa junto a Geovanny Brito Quinones, miembro del Consejo del Distrito 21/Sindicato local 1955 y aprendiz de cuarto año de paneles de yeso. Durante su discurso del 9 de marzo de 2023 en el Centro de Entrenamiento del Consejo del Distrito 21 en Filadelfia, Pensilvania, Geovanny Quinones presentó al presidente Biden.**



el presidente Biden visitó el Centro de Capacitaciones del Consejo del Distrito 21 en Filadelfia el 9 de marzo de 2023, el Hermano Quinones tuvo el honor de presentar al presidente y compartir su historia sobre el poder de los programas de formación del sindicato.

Jada Marsh es una aprendiz de cuarto año en pintura industrial en el Consejo del Distrito 46/Sindicato local 1590 (Sarnia, Ontario). La Hermana Marsh pronto será la primera trabajadora viajera mujer del Sindicato local 1590. Mientras trabajaba en un almacén que estaba enfrentando despidos, Jada comenzó a considerar el programa de formación de nuestro sindicato, el cual ofrecía un camino laboral más estable con beneficios. Ahora, ella dice que ya no tiene que preocuparse por las que solía preocuparse antes, como la necesidad de comprar lentes nuevos o una receta médica. Ella dijo: "Si yo puedo hacerlo, tú también puedes". También compartió que ser miembro del IUPAT significa todo para ella. Ella sabe que otras personas la respaldan y ella las respalda a ellas.

Historias como estas son la razón por la que nuestros esfuerzos en torno al reclutamiento de aprendices y la diversidad son tan importantes, y espero que todos las tengan en cuenta mientras nos esforzamos por expandir

nuestros esfuerzos para incorporar a más mujeres, personas de color e inmigrantes a nuestro sindicato. La capacitación de clase mundial de nuestro sindicato prepara a personas de todos los ámbitos de la vida, independientemente de su raza, género o etnia, para prosperar con salarios que sostienen a la familia y beneficios de alta calidad. Hoy en día, nuestro sindicato está invirtiendo más en la organización que nunca antes en nuestra historia, y nuestros esfuerzos en torno a la diversidad y la inclusión serán esenciales para desarrollar al IUPAT como el sindicato más fuerte, comprometido en la lucha y victorioso que todos sabemos que puede ser. Nos organizamos y luchamos para representar a todos los que trabajan en nuestros oficios calificados, esa es nuestra misión y deber. Si seguimos haciendo las cosas de la misma manera que siempre lo hemos hecho, es probable que sigamos obteniendo los mismos resultados que han llevado a muchos sindicatos a experimentar un declive lento.

Un tema de particular importancia para mí es combatir la salud mental y el trastorno por consumo de sustancias en nuestra industria. Como es de su conocimiento, la industria de la construcción ocupa el segundo lugar en tasas de suicidio entre las principales industrias, y nuestros oficios específicos no son una excepción. Cuando era aprendiz, vi a muchos de mis hermanos y hermanas afectados por el abuso y la adicción a sustancias. Algunos se recuperaron; muchos no lo hicieron. Como sindicato, es nuestra responsabilidad ayudar a nuestros miembros, y hemos creado el programa "Helping Hand" para liderar en este esfuerzo. Leerá más sobre el programa y por qué es importante en este *Periódico*, pero quería enfatizar lo crucial que es este problema y que todos tenemos un papel que desempeñar para revertir el estigma de pedir ayuda.

Mientras seguimos construyendo una cultura de planificación a largo plazo, reclutamiento y retención intencionales y sólidos, transparencia y responsabilidad, y luchando y ganando juntos, espero que todos se unan a mí en estos esfuerzos. El futuro está por escribirse, y es nuestra responsabilidad darle forma como un capítulo histórico de nuestro sindicato, uno que las generaciones futuras de miembros del IUPAT recuerden como un momento definitorio.

# A REPORT

## FROM GENERAL SECRETARY-TREASURER

### GREGG SMITH



#### AN UPDATE FROM THE FIELD AND OUR DISTRICT COUNCILS

When I was elected unanimously to serve as our union's General Secretary-Treasurer a year and a half ago, it was the honor of my life and a duty I pledge to as much as my commitment to my family. I've met many unionists within the IUPAT, whom I now consider my brothers and sisters, and it's my responsibility to ensure our culture, job sites, and District Councils are places where we can all thrive. General President Williams and I have made time in the field and with our District Councils a centerpiece of our leadership because our members are the heart of everything we do. The two of us have visited nearly every District Council, and the conversations we have with all of you shape our priorities every single day for a better and stronger union that works for all of us.

I've seen firsthand the successes across all of our District Councils, and we seek to replicate them throughout the United States and Canada. For example, just six months ago, District Council 46/Local Union 200 began an organizing campaign for low-rise and high-rise residential painters in Ottawa, Canada. When this campaign began, there was zero market share for union painters in Ottawa. In February, DC 46/LU 200 hosted a blitz that signed three new contractors and 40 new members in just a few days. Through our efforts, DC 46/LU 200 now has 26 certified painting companies with our union, covering 350 residential painters and more than 50 percent of the market share. What DC 46/LU 200 is doing in Ottawa exemplifies the importance of organizing from shop to shop and having the strength to control enough market share that we can lift wages and benefits for the entire trade itself.

General President Williams and I are also fully committed to giving all our trades the focus they deserve. For example, we are trying new things throughout the country in the flooring industry and succeeding, especially in San Diego and Seattle. In the past year, we are at a 50-year high for flooring hours and signed seven new shops in San Diego, while in Seattle, DC 5/LU 1238 has gone from just over 20 members to well over 100 in the flooring industry. What we're doing in San Diego and Seattle, we can and must do all over the nation.

I have also proudly seen our District Councils' efforts to organize and build market share where it's most challenging, like the southern United States, the Rust Belt, and many rural areas. These efforts make me incredibly proud and give me faith that we can grow market share and strength for our union wherever we focus our efforts. That's why our International is investing more in organizing today than ever in our union's history. We gain strength and the ability to uplift all of us the same way we always have—from the bottom-up, organizing from construction site to construction site. Together, we can grow our union's density and power across the United States and Canada by organizing new contractors to ensure every generation can benefit from our opportunities for decades. It's up to all of us to build the fighting union and future we deserve, and I look forward to standing shoulder-to-shoulder with every one of you in this fight.



# IUPAT CASH & INVESTMENTS

	BALANCE AT 1/1/2022	ACTIVITY INCREASE (DECREASE)	BALANCE AT 11/30/2022
<b>OPERATING FUNDS</b>			
General Fund	37,119,088	566,157	37,685,245
Organizing Fund	4,370,029	(613,484)	3,756,545
Building Corp	5,729,414	(1,211,434)	4,517,980
<b>Total Operating Funds</b>	<b>\$ 47,218,531</b>	<b>\$ (1,258,761)</b>	<b>\$ 45,959,770</b>
<b>OTHER FUNDS</b>			
AD&D	527,331	(32,956)	494,375
Death Benefit	30,630,609	(126,868)	30,503,741
Convention	3,105,762	1,136,574	4,242,336
Issues Campaigns	248,022	(10,000)	238,022
FIDR Fund	929,536	34,279	963,815
<b>Total Other Funds</b>	<b>\$ 35,441,260</b>	<b>\$ 1,001,029</b>	<b>\$ 36,442,289</b>
<b>Total IUPAT Cash &amp; Investments:</b>	<b>\$ 82,659,791</b>	<b>\$ (257,732)</b>	<b>\$ 82,402,059</b>

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# INFORME

## DEL SECRETARIO GENERAL Y TESORERO

GREGG SMITH



### INFORMACIÓN ACTUALIZADA DESDE EL SECTOR Y NUESTROS CONSEJOS DE LOS DISTRITOS

Hace un año y medio, cuando fui elegido por unanimidad para ocupar el cargo de Secretario y Tesorero General de nuestro sindicato, fue el honor de mi vida y un deber al que me entrego con el mismo fervor que mi devoción por mi familia. He conocido a muchos sindicalistas dentro de la IUPAT a quienes ahora considero mis hermanos y hermanas, y es mi responsabilidad garantizar que nuestra cultura, lugares de trabajo y Consejos de los distritos sean lugares donde todos podamos prosperar. El Presidente General Williams y yo consideramos que el tiempo que dedicamos en el sector, junto con nuestros Consejos de los distritos, es fundamental en nuestro liderazgo, ya que nuestros afiliados son la fuerza que impulsa todo lo que emprendemos. Ambos hemos visitado prácticamente todos los Consejos de Distrito, y las conversaciones que hemos sostenido con todos ustedes son fundamentales para establecer nuestras prioridades diarias en busca de un sindicato más fuerte y eficiente que trabaje en beneficio de todos.

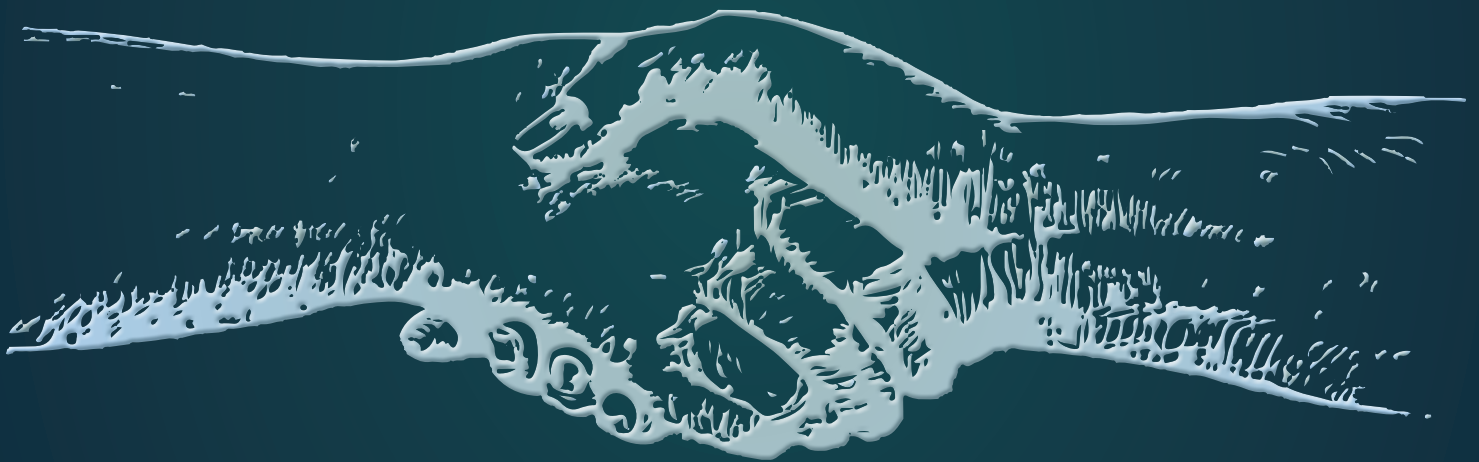
He sido testigo de primera mano de los éxitos obtenidos en todos y cada uno de nuestros Consejos de los distritos, y nos esforzamos por replicarlos en todo Estados Unidos y Canadá. Por ejemplo, hace solo seis meses, el Consejo de distrito 46/Sindicato local 200 inició una campaña de sindicalización para pintores de viviendas bajas y altas en Ottawa (Canadá). En el momento en que se inició esta campaña, la presencia de pintores sindicalizados en Ottawa era inexistente, con una participación en el mercado del 0%. En el mes de febrero, el Consejo de distrito 46/Sindicato local 200 llevó a cabo una exitosa iniciativa que dio como resultado la incorporación de tres nuevos contratistas y

40 nuevos afiliados en tan solo unos pocos días. Como resultado de nuestros esfuerzos, el Consejo de distrito 46/Sindicato local 200 ha logrado certificar a 26 empresas de pintura con nuestro sindicato, las cuales cuentan con una plantilla de 350 pintores residenciales y abarcan más del 50% de la participación en el mercado. La labor que el Consejo de distrito 46/Sindicato local 200 lleva a cabo en Ottawa es un ejemplo claro de la importancia de una organización integral y del poder que se puede adquirir teniendo una participación significativa en el mercado, lo que nos permite mejorar las condiciones laborales en la industria, incluyendo el aumento de los salarios y beneficios para todos los trabajadores.

Tanto el Presidente General Williams como yo estamos firmemente comprometidos a dedicar a todos nuestros oficios la atención que merecen. Un ejemplo de ello es nuestra experimentación de nuevas estrategias en el sector de revestimientos de pisos, las cuales hemos implementado en todo el país y están arrojando resultados positivos, especialmente en San Diego y Seattle. En el transcurso del último año, hemos logrado una de las cifras más elevadas en cuanto a las horas de trabajo en el sector de revestimientos de pisos en los últimos 50 años y hemos añadido siete nuevos talleres en San Diego mientras que en Seattle, el Consejo de distrito 5/Sindicato local 1238 ha experimentado un crecimiento significativo, pasando de poco más de 20 miembros a más de 100 en esta industria. Lo que hemos logrado en San Diego y Seattle es algo que podemos y debemos replicar en todo el país.

Me enorgullece también observar los esfuerzos de nuestros Consejos de los distritos por organizar y aumentar nuestra participación en el mercado, especialmente en las regiones más difíciles como el sur de Estados Unidos, el Cinturón del Óxido y muchas zonas rurales. Estoy muy orgulloso de estos esfuerzos y confío en que podamos fortalecer nuestro sindicato y aumentar nuestra participación en el mercado en todas las áreas en las que nos concentremos. Por esta razón, en la actualidad, nuestro Sindicato está haciendo una inversión sin precedentes en la organización sindical. Logramos fortalecernos y adquirir habilidades para avanzar

juntos de la misma forma en que siempre lo hemos hecho: construyendo nuestra organización sindical desde la base, obra por obra. Unidos, podemos fortalecer la presencia y el poder de nuestro sindicato en Estados Unidos y Canadá mediante la organización de nuevos contratistas, asegurándonos de que las oportunidades que brindamos puedan beneficiar a todas las generaciones durante décadas. Todos somos responsables de construir un sindicato fuerte y luchar por el futuro que merecemos. Espero con ansias trabajar codo a codo con cada uno de ustedes en esta lucha.



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SINDICATO FUERTE**



# 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.

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### TIPS & TRICKS

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 WATCH ANYTIME AT [YOUTUBE.COM/UNIONSPOKTSMEN](https://www.youtube.com/unionsportsmen)

# IUPAT INTERNATIONAL & AFFILIATED FUNDS

## STAFF RETIREES

**Our union is shaped day in and day out by the staff of the IUPAT International and affiliated funds. We honor those retired staff members who dedicated their lives to our union and thank them for all they have done for us. Enjoy your retirement, sisters and brothers!**

### **John Courtien**

**IUPAT (1994-2022)**

John Courtien, a member of District Council 9/Local Union 20 (Queens, New York), joined the IUPAT in 1994. He worked as a commercial painter for several years. In July 2007, he joined the Labor Management Cooperation Initiative (LMCI) as Industry Liaison. In April 2015, he accepted the position of General President's Representative for the IUPAT. He remained in that position, with a title change to General Representative, until his retirement in December 2022.

### **Alan Gomes**

**Job Corps (1984-2022)**

Alan Gomes, longtime member of District Council 35/Local Union 257 (Springfield, Massachusetts), is a commercial painter by trade. In June 2021, he was hired as Painting Instructor for Shriver Job Corps Center in Fort Devens, Massachusetts. In October 2014, he was promoted to Job Corps Field Coordinator (Northeast) and remained in that role until his retirement in July 2022.

### **Roni Hankins**

**IUPAT Industry Pension Fund (1993-2022)**

Roni Hankins, a member of Office and Professional Employees International Union (OPEIU) Local Union 2, worked with the IUPAT Industry Pension Fund for 29 years. She held several positions that included Claims Processor and Junior Pension Analyst. She retired as a Benefits Analyst in January 2022.

### **Giovanny Lara**

**IUPAT Industry Pension Fund (2011-2022)**

Giovanny Lara, a member of Office and Professional Employees International Union (OPEIU) Local Union 2, held three positions with the IUPAT Industry Pension Fund. He began as an Accounting Clerk and later moved into the role of Payroll Audit Clerk II. At the time of his retirement in July 2022, he was a Delinquency Analyst.

# SERVICING UPDATE

International Servicing Director Mark Komaromi

## NEW PROJECTS AND WORK OPPORTUNITIES

We are starting to see more work come our way due to the Bipartisan Infrastructure Law. Under the Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act, we are now part of five new projects under the National Construction Agreement: Intel is building two facilities to manufacture chips in Ohio and Phoenix, Micron is building facilities in New York and Idaho, and Samsung has a building project in Texas. There will be a need for new members to complete this work, and the IUPAT stands ready.

Regarding the Clean Energy Act, we have eight projects under the National Maintenance Agreement (NMA). These projects are in rural areas, and more than 60 members will be needed at two plants this summer. GM has partnered with LG to build a battery plant in Spring Hill, Tennessee. Ford has invested over \$100 billion in two BlueOval City facilities in Stanton, Tennessee, and Central Kentucky. Painters and drywall finishers will be needed for hydro cleaning and applying intumescent coatings on steel beams, as well as coatings for floors, walls, and ceilings. Glaziers will install ribbon walls and entranceways. Additionally, the government has approved seven applications for mini nuclear reactors built over the next five years.

The Department of Transportation has approved five large bridge projects. The Gold Star Memorial Bridge in Connecticut recently received \$153 million in project assistance. This project is under a Project Labor Agreement (PLA). The Brent Spence Bridge in Kentucky has received \$1.358 billion, the Golden Gate Bridge in California has received \$400 million, and Chicago has received \$144 million to preserve four bridges. In addition, the government just released 10 mega bridge projects throughout the country. These projects are very large in scope, and many will last more than two years.

This is a great time for the IUPAT to grow its membership. We have approved over 50 PLAs since the beginning of the year. Last year, we had more than 250 PLAs. These agreements ensure union labor and our members are on those job sites. These projects have been brought to us by government spending and the Biden administration and are a great example of why we should vote with our wallets and not on wedge issues that divide us. Let's work together to bring in a more diverse workforce to complete all this work and continue to grow our membership. Work hard and work safely!

## 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**

# GOVERNMENT AFFAIRS UPDATE

Political Director Liz McElroy

Looking back at the last few issues of the *Journal*, it seems I often use this space to write about some broad issues and national focuses. While those things are important, I wanted to take the opportunity in this issue to dig into some of the specific projects the Government Affairs team works on alongside District Councils and other departments.

## Infrastructure Implementation

Several Government Affairs team members are part of the working groups set up at the IU to help gather resources, share information, and assist District Councils in partnering with other stakeholders to bring resources and fund projects.

Earlier this year, Assistant to the General President Scott Duhamel was part of a delegation with District Council 10 that met with Secretary of Transportation Pete Buttigieg, Louisiana Governor John Bel Edwards, and now former Louisiana Department of Transportation and Development Secretary Shawn Wilson. The delegation successfully advocated for meetings between labor and potential bidders for the I-10 bridge project to discuss project labor agreements (PLAs). Duhamel has also worked with District Council 11 to secure letters from elected officials and international unions in support of multiple grant requests submitted to the Department of Transportation by the Rhode Island Turnpike and Bridge Authority (RITBA). The long-standing relationship between DC 11 and RITBA enabled them to partner early and effectively.

In 2022, International Legislative Representative Britton Loftin worked on the team planning the National Coatings Forum. He reached out to political allies on Capitol Hill—elected officials and other organizations—to invite and shepherd them through the forum. He is doing the same again this year with the National Glazing Forum. It's important that elected officials and their staff have the opportunity to experience first-hand the scope of what our members and contractors can offer. By involving elected officials in both national and local forums, we can build on existing relationships and provide context for our work when they are back in their offices legislating.

## Strategic Cities

One of the purposes of the Strategic Cities initiative is to ensure deep collaboration between all departments—Organizing, Political, Servicing, Training, Communications,

and others—to help us grow our contractor base and our membership. As we added cities and expanded the work, it became clear that we needed to have one point person from the Government Affairs team working across all the Strategic Cities, and, as of late last year, Grassroots Mobilization/Community Partner Coordinator Kellie Morgan has taken on the challenge.

Kellie first came to the IUPAT as an organizer through the Strategic Cities initiative in Atlanta (DC 77), so her experience has allowed her to jump in quickly and make an impact. She has visited in person with the other four Strategic Cities—Denver, Houston, Nashville, and Washington, D.C.—and is working with the political and community organizing leads in each location to make plans for educating elected officials, building out endorsement processes, and engaging community partners for long-term campaigns.

## State & Local

In the last *Journal*, Shane Smith wrote about the Floor Covering Initiative and mentioned the cross-departmental work happening to support that campaign. It's a great example of what happens when all departments are working together, and we're sharing best practices between District Councils. As we continue to support coordinated organizing efforts like the Floor Covering Initiative, we are also beginning to expand our support of District Council political directors as they do the day-to-day work on state and local legislative issues.

For instance, Assistant to the General President Clay Rodgers has been on the ground with District Council 1M staff as they and the labor movement worked to repeal a decades-old package of worker suppression laws. He will also spend time in Kentucky—which boasts multiple District Councils with jurisdiction and membership—this year to coordinate the work around Governor Andy Beshear's reelection.

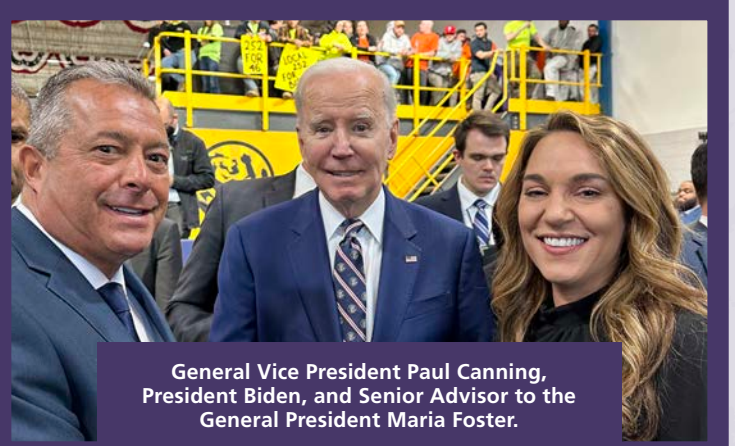
## Conclusion

These are just a few examples of the work the Government Affairs team does to integrate into the overall work of our union. In the two years that I've been part of the team, it's become clear to me that we are at our best when we're working closely with District Councils and other departments to advance the larger priorities of the IUPAT.

# POLITICAL ACTION

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

## PRESIDENT BIDEN VISITS DC 21 TRAINING CENTER



General Vice President Paul Canning, President Biden, and Senior Advisor to the General President Maria Foster.



General Vice President Paul Canning and DC 21 FTI Recruitment Coordinator Tureka Dixon.

On March 9, 2023, President Biden announced the fiscal year 2024 budget from the District Council 21 Training Center in Philadelphia, Pennsylvania. DC 21/LU 1955 member and fourth-year drywall finishing apprentice Geovanny Brito Quinones had the privilege of introducing the president. During his visit, President Biden also took some time to visit with members and apprentices.



President Biden with DC 21 members and apprentices.



## DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

### ADDRESSING WORKER MISCLASSIFICATION

Director of Government Affairs Joe Hughes recently testified before the Pennsylvania House Democratic Policy Committee on the dangers of worker misclassification. From his experience as a former non-union glazier and an organizer on campaigns in Nashville and other right-to-work areas, Brother Hughes touched on the health and safety issues workers face when they don't have the proper protections.

Building trades workers from all sectors and backgrounds can get exploited without their employers facing major consequences, and as Pennsylvania enters a new legislative session with a Democratic majority for the first time in over a decade, DC 57 is going to work with the legislature to help strengthen worker protections and punish those who take money from the pockets of working Pennsylvanians.



DC 57 Director of Government Affairs Joe Hughes testifies in front of the Pennsylvania House Democratic Policy Committee on the dangers of misclassification.



# ORGANIZING UPDATE

Director of Organizing Shane Smith

## STARTING THE YEAR OFF RIGHT

We kicked off the new year with a week of training for our directors of organizing from the United States and Canada at the International Training Center in Hanover, Maryland. The goal was to give our directors the tools they need to be successful over the next year and to share best practices among councils.

The training focused on **Structure, Alignment, Combating Misclassification,** and **Capitalizing on Infrastructure Opportunities.**

### Structure

The group first discussed best practices for creating a solid structure for our campaigns. That structure should be designed to assist us in the development of our organizing staff around the IUPAT and encourage members to get involved in our campaigns—whether it is going to work each day, talking with non-union workers on the job about why they are union, or getting involved in their local Voluntary Activist Committee (VAC) or constituency committee. Member involvement is key, and it is important that we get everyone's assistance in our campaigns.

### Alignment

One of the most important things we discussed was ensuring alignment among all of our departments, from Servicing to Government Affairs to Training. Each department plays a crucial role in the growth of our union.

The Servicing Department enforces our Collective Bargaining Agreements and ensures we meet labor demand and retain new members.

Our Government Affairs Department works to pass laws that help us organize and level the playing field for our contractors, like in Denver, Colorado, where District Council 81 and its allies were able to pass a law that puts a \$25,000 fine per violation on general contractors who hire subcontractors that commit wage theft.

Training ensures that our members have the proper certifications and that we have a future via our apprenticeship programs. So, we must make sure all departments are involved in our organizing campaigns to add market share and improve industry standards.

### Combating Misclassification

A growing number of employers around the country are adopting a business model based on the misclassification of workers as independent contractors and the exploitation of immigrant workers. As a result, we have spent a great deal of time looking at how we can combat worker misclassification by filing misclassification claims at multiple agencies in addition to those filed with the Department of Labor (DOL).

We also looked at filing claims for non-payment of taxes like unemployment or not carrying workers' compensation once we get a positive decision from the state or federal DOL.

As part of that discussion, we gave our directors tools to utilize the Deferred Action Process, which protects immigrant workers from employers when involved in labor disputes like wage theft and misclassification. Using this process, District Council 16 was able to help the DOL collect \$3.6 million in back wages and fines from Unforgettable Coatings in Las Vegas, Nevada. We also talked in depth about how to combat misclassification at our annual labor-management conference, the Finishing Industries Forum, with one of our employer associations, Signatory Wall and Ceiling Contractors Alliance (SWCCA). SWCCA also understands the need to combat worker misclassification.

### Capitalizing on Infrastructure Opportunities

Lastly, we focused on educating the organizing directors on ways to capture work being funded by the Bipartisan Infrastructure Law (BIL). The BIL and President Biden's pro-union policies provide many opportunities for our union to partner with local governments to fund projects that will put our members to work and open the doors for new members to enter our apprenticeship programs.

District Council 10 in Houston, Texas, has partnered with Alief Independent School District to apply for the Renew America's Schools grant to get \$15 million in funding for school construction that will have labor standards attached. Additionally, DC 10 offers NACC and AGMT certifications, which will assist our contractors in capturing the work.

District Council 11 also applied for the Renew America's Schools grant in Bridgeport, Connecticut, and Newport, Rhode Island.

In Illinois, home to District Council 14, District Council 30, and District Council 58, the Tri-Council Development Fund

In February 2023, organizers from DC 46 and other IUPAT District Councils from across the United States and Canada participated in a successful organizing blitz for residential painting in Ottawa, Ontario.



has received \$900,000 in funding to create an Industrial Painting Pre-Apprenticeship Program.

### **Ottawa Residential Paint Campaign**

District Council 46 and Local Union 200 have been running a campaign in Ottawa to establish market share and a collective bargaining agreement in residential painting. Before District Council 46 launched this campaign, they did not have a contractor under contract in the low-rise or single-family homes market, and very little in high-rise. As a result of their efforts and with the support of organizers from around the United States and Canada, they now have 23 contractors certified, and four more on the board. In February of this year, utilizing Section 46 of the Constitution, which allows the General President to assign District Council staff to support organizing efforts around the IUPAT, eight organizers were sent to support DC 46's efforts for a week. In that week, those organizers and District Council 46 staff were able to put in three certification applications, which is like filing for three NLRB elections, only with a card check. They visited 40 projects and were able to get over 30

authorization cards signed by workers who are committed to organizing their companies.

### **New Strategic Organizing City: Washington, D.C.**

This year, the IUPAT added a new city to our **Strategic Cities** Campaign: Washington, D.C. **Strategic Cities** aims to re-establish and gain market share in the commercial interiors market in southern cities while building a strong coalition with community groups and other unions to pass legislation on the local level that helps improve industry standards. The **Strategic Cities** of Atlanta, Denver, Houston, Nashville, and now Washington, D.C., have some of the most difficult ground and challenges when it comes to organizing based on local laws, market share, and widespread worker misclassification.

With the start of this new campaign, District Council 51 and Section 46 organizers from around the country visited projects, collected contact information on 140 workers, and developed campaign leads. District Council 51 will use this information to develop a campaign to increase its market share and raise the standard in Washington, D.C.



Executive Assistant to the General President Josh Downey spoke to organizing directors during a training session earlier this year.

# 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](https://www.IUPATHelpingHand.com).



# IUPAT HELPING HAND

Helping Hand Director Chris Scheiblein

The IUPAT Helping Hand Program is 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) and mental health challenges.

The program supports and assists District Councils with developing behavioral health awareness training, providing peer support education, encouraging the use of stigma-reducing language, and connecting individuals with the proper resources and levels of care in their area. In addition, Helping Hand has improved communication between District Councils, contractors, insurance providers, and employee assistance programs to ensure help is readily available when needed.

Helping Hand was created in 2018 in response to a surge in mental health and substance use-related issues, and we continue to expand and increase our commitment to this movement. Furthermore, there is a growing need to educate our members and contractors on the severity and seriousness of these types of problems and the negative ripple effects they have on IUPAT families and the construction industry.

As Helping Hand Director, I am dedicated and driven to ensure every District Council has the proper resources to help its members. In working closely with each Helping Hand Champion (representative), Business Manager/Secretary-Treasurer, and Director of Training, we can collaborate on creating the proper messaging, developing continuing education, and building relationships with companies that can evaluate those in need. As each District Council implements and distributes more information about these issues, members will feel more comfortable reaching out for help and exploring their options. It will help to reduce the confusion and stigma that exists

## DISTRICT COUNCIL 4 | WESTERN NEW YORK

### A STATEMENT FROM DISTRICT COUNCIL 4 HELPING HAND CHAMPION WES SCHLOSSIN

I am fortunate to be part of an organization that cares about its members and is willing to commit time and energy to ensure that meaningful resources are available for our members. If I were to ask what one thinks the leading cause of death among construction workers is, they might think it is a fall from height, electrocution, or even getting struck by something. Workers in the construction industry are five times more likely to die by suicide than any other cause. That hits me hard. We spend millions of dollars on health and safety every year to protect workers and their families from the hazards on our job sites, but this shocking truth largely goes unspoken. We are doing our best at District Council 4 to bring statistics like that to light. In addition, the same way we have adopted health and safety into our work culture, we are working hard to change how we view mental health challenges and substance use issues. This conversation is difficult, but one I would rather have than lose one of our members or their families. The more we learn what to look for and how to talk about these concerns, the more we can help to remove the stigma that still exists in our culture.

in this space. In addition, these efforts have the full support of the leadership at the IUPAT International and iFTI, with implementation and strategic planning.

As we roll into 2023, we need to work collaboratively on this initiative and make this program a priority on the job site and in our home lives. The more we openly discuss these concerns and become better informed about behavioral health matters, the more normalized this conversation will become. These issues and challenges affect everyone in one way or another, so working closely together to develop realistic strategies and solutions is the goal of the Helping Hand Program.

The Champions are very important to this program. As their leadership and communication with BM/STs expand, their District Council will continue to evolve, and positive change will occur. These men and women are true change agents, and I am grateful to have them as partners in this effort.

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, and ask them for advice and who to call for help. You, your family, and your loved ones are worth it!

To learn more about Helping Hand, email me directly at [cscheiblein@iupat.org](mailto:cscheiblein@iupat.org).



Chris Scheiblein



Wes Schlossin

When I was asked to take on the role of the DC 4 Helping Hand Champion, I felt humbled. I knew this was an important position and one I was proud of and excited to be considered for. DC 4 has taken many steps along this path, and with the guidance and leadership of the International, we are making great strides in this space. Every District Council employee who deals with our membership in any capacity has been trained in Mental Health First Aid and is aware of how to assist our brothers, sisters, and siblings in a crisis. DC 4 has used our relationships with our contractors and the associations to educate them on the available resources in the event there is a member in need. Our goal is to have one Helping Hand point person in each region of our council who is familiar with the members and can assist in advocating when necessary. We remain committed to supporting our members, and with the commitment of DC 4 Business Manager/Secretary-Treasurer Mike Hogan and IUPAT General President Jimmy Williams Jr., we will work to change the culture of construction.

Executive Director Anton Ruesing

## THE INTERNATIONAL FINISHING TRADES INSTITUTE

As we hit our stride in 2023 on job sites throughout the United States and Canada, the iFTI is doing its part to prepare for not only a successful year on projects in terms of skills training, but a safe one.



### New Training Thanks to Grant Wins\*

In 2022, the iFTI was awarded a Susan Harwood Grant for heat stress training. Bernie Mizula, iFTI Health and Safety Director and industrial hygienist, held two train-the-trainer classes with the new curriculum at the beginning of 2023.

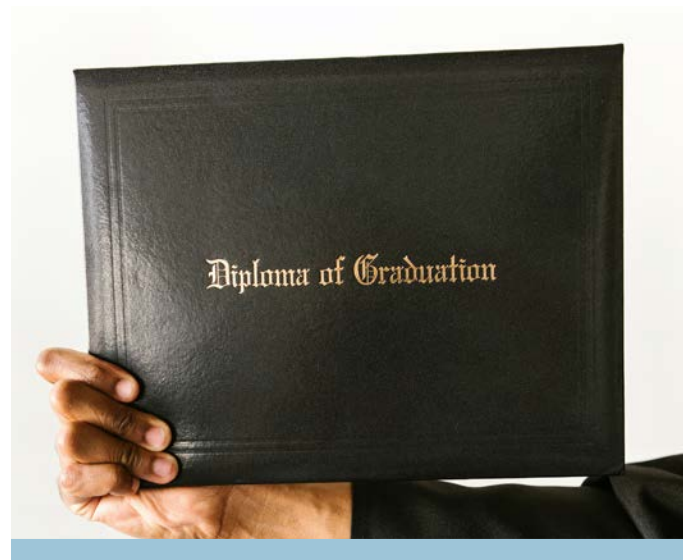
In addition to the grant to develop a heat stress curriculum, the iFTI received a grant for pandemic resiliency.

Earlier this year, staff from the iFTI were invited by District Council 9 Director of Training Costas Diamantis in New York to observe the Pandemic Resiliency class in action. Experienced trainers Juan Bernal and Omar Robinson

instructed the class on general and COVID-19-specific pandemic topics that emphasize organizational resilience with the implementation of pandemic proactive health and safety measures through a structured pandemic plan.

### iFTI Degree Program Updates

As a result of our agreements with various institutions of higher education, we are fulfilling a part of the iFTI's mission "to promote and sustain industry-driven programs that support the culture of lifelong learning for professionals in the finishing trades industries."



Currently, we have several members who have taken advantage of these programs and attained or are in the process of attaining an Associate of Arts (AA), Bachelor of Science (BS) or Bachelor of Arts (BA) degree.

As we continue to form agreements with other institutions, the following list of programs are currently available to all members. Sponsorship for iFTI instructors is available by request. Contact the iFTI for more information.

- Columbia Southern University (CSU) - AA in Occupational Health and Safety, BS in Occupational Health and Safety

- SUNY Empire State College - AA in Labor Studies, BS in Labor Studies
- Rowan University - BA in Construction Management

### New Courses in the LMS

The iFTI Curriculum department continues to upload new courses, update eLearning lessons, and add new course materials in the iFTI Learning Management System (LMS). For your reference, view the alerts on [www.iFTILMS.org](http://www.iFTILMS.org).

In an effort to better serve our instructors and members, the iFTI Curriculum team is working to offer more courses in Spanish.

**SPN 1000 Historia de la IUPAT:** Este curso es un curso integral que cubre la historia de los sindicatos a través del entorno económico, social y político actual en el que ingresa un trabajador hoy. Todos los miembros de los oficios que participen en este curso aprenderán las razones de la sindicalización, cómo los sindicatos promueven el oficio y sirven a los miembros, y la estructura y actividades de su sindicato.

**COR 1159 Back Safety:** The course has an online lesson, Manual Material Handling and Back Safety, which involves the moving of material by hand through lifting, lowering, carrying, pushing, pulling, shoveling, or any combination of these actions. About 58 percent of back injuries are caused by manual material handling. In this course, we look at the anatomy of the back, injuries of the back caused by manual material handling, and how to prevent them. This course is 30 minutes in length.

**COR 1266 Mental Health Awareness (1.5 hours):** An online lesson was added to the existing module. **Dealing with Grief: Psychological Health and Safety in the Workplace** is designed for employees in a senior leadership role, HR and OHS specialists, and Joint Health and Safety Committee (JHSC) members. Students learn about workplace psychological health and safety (PH&S); the reasons it is important; recognizing workplace psychosocial risk factors;

and the steps involved in developing, maintaining, and continually improving a workplace PH&S program.

**FTI 1151 Radiological Fundamentals (3 hours):** A supplementary module was added to the course. Working Safely Around Radiofrequency Electromagnetic Fields online training course is designed for employees who work with or near sources of radiofrequency electromagnetic fields (RF EMF). In this course, students learn about different types of electromagnetic radiation, the industries and equipment where they are found, the health effects of exposure, and how to work safely with and around them.

### EEO Courses in the LMS:

- **COR 1022I Equal Employment Opportunity (EEO)** and Anti-Harassment Training in Registered Apprenticeship – Program Sponsor
- **COR 1022S Equal Employment Opportunity (EEO)** and Anti-Harassment Training in Registered Apprenticeship – Apprentices and Applicants
- **SPN 1022S Igualdad de Oportunidades en el Empleo (EEO)** y Capacitacion Contra el Acoso en el Aprendizaje Registrado: Aprendices y Solicitantes
- **SPN 1022I Igualdad de Oportunidades en el Empleo (EEO)** y Capacitacion Contra el Acoso en el Aprendizaje Registrado: Patrocinador del Programa

*\*This material was produced under grant numbers SH-99047-SH0 and SH-39126-SH2 from the Occupational Safety and Health Administration, U.S. Department of Labor. It does not necessarily reflect the views or policies of the U.S. Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.*

# ANOTHER SUCCESSFUL IUPAT FINISHING INDUSTRIES FORUM



In January 2023, over 400 IUPAT leaders, contractors, construction industry specialists, and professionals gathered in Las Vegas for the annual IUPAT Finishing Industries Forum.

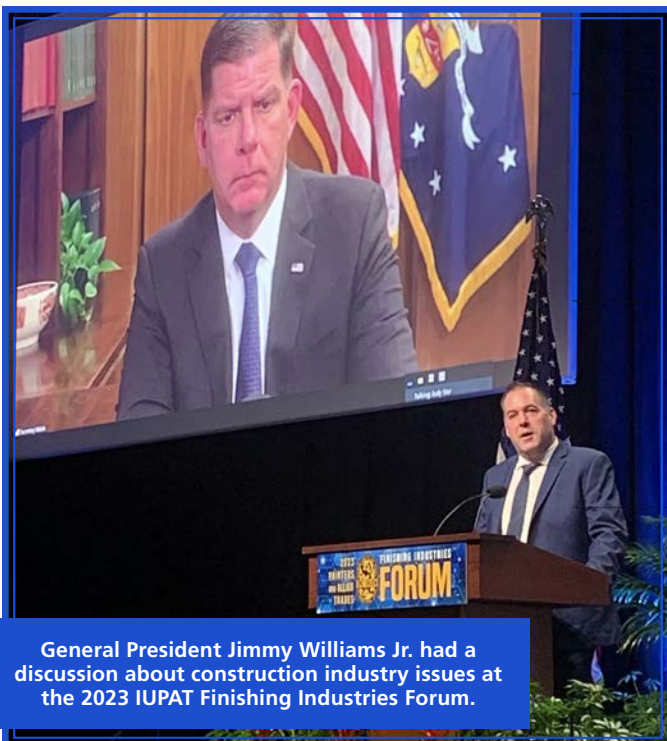
The IUPAT brings this group together at FIF to discuss issues facing contractors and the IUPAT members (professionally and personally) on job sites and within the industry.

Among the highlights of this two-day event was a virtual appearance by outgoing Secretary of Labor Marty Walsh and Secretary of Transportation Pete Buttigieg, who addressed attendees live from Washington, D.C.

IUPAT General President Jimmy Williams Jr. had the opportunity to introduce them for some remarks on how the Biden administration is planning to put infrastructure investment into action to generate jobs and project opportunities for IUPAT members and contractors, and each official offered his time to directly answer questions asked by General President Williams on how best the IUPAT and its fellow Building Trades unions can meet the challenges ahead in 2023.

## Industry Podcast Featured

This year, we featured a live recording of the Soft as Steel Podcast hosted by noted industry speaker Dennis Doran. Doran moderated a panel of union and contractor leaders on how the construction industry must bring communication and introspection to an industry where these essential skills traditionally go undervalued, underappreciated, underused, and often misunderstood.



General President Jimmy Williams Jr. had a discussion about construction industry issues at the 2023 IUPAT Finishing Industries Forum.







### DEIB Takes Stage

The construction industry, along with the rest of the business world in North America, is turning a light on Diversity, Equity, Inclusion, and Belonging (DEIB) in the workplace.

Glodean Champion spoke to attendees and hosted a workshop on how organizations can get to the root cause of culturally-based challenges by transforming beliefs, behaviors, and assumptions. All agreed she was uniquely able to generate audience participation to discuss a subject that too many of us shy away from addressing.

Learn more about her presentations and what she can offer your organization at [GlodeanChampion.com](http://GlodeanChampion.com).

### And Much More

There was plenty more offered in those two days, such as a long-term economic outlook on the construction industry in the United States and Canada, a presentation on fighting misclassification in the trades, workforce development, best practices to recruit (and retain) more women to the trades, federal procurement opportunities for IUPAT contractors, surety bond assistance, the impact of possible new lead regulations, how the IUPAT is making a positive impact on the mental health and welfare of IUPAT members through its Helping Hand initiative, and an introduction to the new grant program offered by the Canadian Building Trades to increase apprenticeship.

Don't miss out on the next IUPAT Finishing Industries Forum – February 26-27, 2024, at the Mirage in Las Vegas.

# SAVE THE DATE!

**FEBRUARY**  
**26-27**  
 TWENTY TWENTY-FOUR

**2024 IUPAT  
 Finishing Industries Forum**

Mirage – Las Vegas

# FEATURE: APPRENTICE TRAINING PROGRAMS

iFTI Executive Director Anton Ruesing

The United States is currently in a period of unprecedented potential for union growth. We haven't seen such an opportunity since the percentage of unionized workers began a steady decline after hitting its peak of 35.4 percent in 1945. At 71 percent, union favorability is at its highest rate in over five decades, and the table is set for unions and working people to regain much of their lost power. Support for unions is also at its highest with

young Americans, despite far too few young workers actually living with the tremendous benefits of having a union. Young workers are desperate for what unions can offer: family-sustaining wages, robust benefits, and a social institution that helps connect them to people and gives them some power to reshape their experiences away from the instability and uncertainty that has defined the lives of young Americans for the last decade.

For the first time in many years, because of the policies of the Biden administration, there is newfound support and willingness to include unions like ours as genuine stakeholders in the federal government. We were invited to be a part of the White House Task Force on Worker Organizing and Empowerment, where we offer recommendations for executive action to grow unions, support collective bargaining, and promote worker empowerment. Unions have had more access and influence on pro-worker policy at the federal level than we've had in a long time. We are in a position to utilize government policy to help rekindle the fires and expand the labor movement.

Apprenticeship programs in the skilled trades are an antidote to many of the problems that have been plaguing young workers. Completing an IUPAT apprenticeship offers

a pathway to middle-class living wages, strong benefits, a trade and career for life, the flexibility to move anywhere, the ability to earn while you learn, and the security of retiring with a pension, all with no student debt.

IUPAT General President Jimmy Williams Jr. has been very consistent when communicating with business manager/secretary-treasurers (BM/STs), business representatives, business agents, and directors of training (DoTs) about the

importance of growing our apprenticeship program. GP Williams wants to see robust growth in our apprenticeship programs and an increase in both the number and the diversity of our apprentices and is working every day to ensure we achieve that. Currently, the IUPAT is training about 12,000 apprentices across our union. Most of our collective bargaining agreements (CBAs) call for a ratio of three journey workers to one apprentice. Currently, we



hover around five journey workers for each apprentice. To create a ratio in line with our CBAs, we need to bring in an additional 9,000 apprentices. That may seem like a lot of apprentices, but with the amount of work that is coming up as a result of the Bipartisan Infrastructure Law (BIL), the Creating Helpful Incentives to Produce Semiconductors



(CHIPS) Act, and some provisions of the Coronavirus Response and Relief Supplemental Appropriations Act (CCRSA), there are plenty of jobs on the horizon. Much of this work will last years into the future and offers great promise to both our union's current membership and prospective members who are looking for a new career in the skilled trades. This is also a vital time for all of us to play a role in strengthening our union by talking to family and friends who may be searching for a new career about how our skilled trades offer an open door of opportunity to all interested.

We are not bringing in new apprentices fast enough. Our current replacement rate for apprentices (that is, the number of apprentices that we bring in to make up for those who graduate or drop from our programs) needs to improve. It will take all of us working together to ensure our apprentice pipeline grows. To find these new apprentices and get them enrolled in our programs, we will have to recruit not only at a faster rate but specifically from new communities and demographics. We can't continue to do the same things that we have done and expect different results.

We have to look at our standards, policies, and practices, and we will have to remove the barriers to entry that have resulted in low participation rates from many of the communities in which we work. We are going to have to

create new pre-apprenticeship opportunities and better utilize the programs that we already have, like Job Corps and the National Building Trades Apprenticeship Readiness programs. We will need to work closely with community partners to provide access to wrap-around services and funding for things like childcare, transportation, and other assistance that can further reduce barriers and provide access to our programs for these individuals. Apprenticeships are not just an options multiplier for individuals from disadvantaged and underutilized communities, they are a pathway to a meaningful career in the building trades for everyone, as we believe in apprenticeship-for-all models.

I believe in our programs so much that my daughter recently joined the ranks of the IUPAT as an apprentice glazier. Her experience on the job thus far has been fantastic – the journeymen on the job have taken her under their collective wings in the sacred transfer of knowledge and skill that has enriched the lives of our apprentices and provided opportunities for several generations.

Throughout our union, we are directly addressing the dire need to expand the ranks of our apprentices.



- **In District Council 51** (Maryland, District of Columbia, Virginia), BM/ST Brian Courtien and DoT James Reamy have worked with community partners and the local workforce board to provide opportunities to recent high school graduates and implemented an apprenticeship readiness pre-apprenticeship program to bring in recruits from diverse communities. DC 51 has partnered with the International Finishing Trades Institute to implement the Mentorship Matters mentorship training program to increase the retention rates for new apprentices.

- **In District Council 82** (Minnesota, Montana, North Dakota, South Dakota, Wisconsin), BM/ST Jeff Stark has worked with DoT Thomas Asheim to carry on the groundwork laid by former BM/ST Terry Nelson conferring an associate degree upon completion of the apprenticeship.



- **In District Council 21** (Eastern Pennsylvania, Delaware, New Jersey), former BM/ST Joe Ashdale has handed down the mantle of leadership to BM/ST Fran McLaughlin, who, along with DoT Marty McNulty, also operates a degree conferring apprenticeship program. DC 21 has partnered with the Philadelphia School District to create the Vocational Intern Partnership program, which provides inner-city youth hands-on trade opportunities in their junior and senior year of high school.
- **In District Council 16** (Northern California, Nevada), BM/ST Robert Williams and DoT Alex Beltran have one of the most diverse and largest apprenticeship programs in the country, a testament to their tireless recruitment efforts and focus on growth.

I could go on to describe how great our training programs throughout the United States and Canada are and the impact on local communities they have, but there is still a lot of work to do.

We need to increase the number of apprentices and lower both the age upon entry and the average age of our apprentices. We need to look into new areas and embrace a more diverse apprenticeship. We must increase our retention rates and ensure all apprentices feel welcome into our union. We must take advantage of the current opportunities and ensure we provide our contractors with the safest and best-trained workforce available. We need to do it through our apprenticeship programs, and that is going to require us to take risks and try new things.

We must reach out to new potential apprentices and ensure that we continue to build upon the legacy of the Wagner Act and the Fitzgerald Act. We must secure the promises made as a result of the *Report on Apprenticeship Training* submitted to President Roosevelt on September 10, 1935, and later used as a foundation for the Fitzgerald Act, that “apprentice training should not be used as a way of securing cheap labor,” and that there be a “clear distinction between bonafide apprentice training and the mere securing of a job.”

The next few years are full of opportunities that will define our union and our trades for decades to come. If ever there was a time for us all to come together to do everything we could to be bolder in organizing, recruitment, and retention, that time is now. Let us look back on this period a decade from now as a historic turning point for us all — one that lifts each and every member, strengthens and solidifies our union and our skilled trades, and expands our benefits and opportunities to tens of thousands of new union siblings.





YOUR CAREER IN THE INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES

# THE START OF A LIFETIME

[WWW.IUPAT.ORG/JOINUS](http://WWW.IUPAT.ORG/JOINUS)

Finishing Trades Institute INTERNATIONAL

- Earn Great Pay!
- Health and Retirement Benefits
- College Degree Opportunity

## ALAN GOMES RETIRES



Alan Gomes

After nearly 37 years as an IUPAT member, Job Corps Field Coordinator (Northeast) Alan Gomes has retired.

Brother Gomes, a lifetime member of District Council 35/Local Union 257 (Springfield, Massachusetts), began working for Renzi Brothers Painting in Pittsfield, Massachusetts, and

became a journeyman painter in 1984. As a commercial painter, he worked for several contractors, including Fontaine Painting, Goodison Paint, and John Payer Inc.

In the early 1990s, Brother Gomes moved to Orlando, Florida, and joined District Council 78/Local Union 1010, where he worked at Cape Canaveral for UE&C Catalytic Inc. and Walt Disney World Resorts for Buena Vista Construction Company. In 1995, he returned to Massachusetts and DC 35/LU 257.

In early 2001, while working at Yankee Rowe Nuclear Power Station, former DC 35/LU 257 Business Representative Jack Malone invited Gomes to apply for the position of painting instructor for the Shriver Job Corps Center (JCC) in Devens,

## SAFARI MUYOBE

“Stay focused and work hard” is the motto of recent Keystone Job Corps Center (Drums, Pennsylvania) graduate and District Council 21/Local Union 1955 apprentice Safari Muyobe.

Brother Muyobe’s story begins in Tanzania, East Africa. The now 23-year-old journeyed to the United States at 20 as a refugee. With the ongoing struggles and continuous fear of living in Tanzania, his father decided to flee their homeland in the hope of finding a better life. Their journey brought them to Lancaster, Pennsylvania. When asked by the United States immigration if they wanted to return to their home country, Muyobe’s father replied, “This is our home now.”

Massachusetts. He applied and began working in that role in June 2001.

Brother Gomes remarked, “Little did I know when I accepted that position what a profound effect it would have on my career. It was so amazing and gratifying to work for 13 1/2 years, helping young people get their start in the IUPAT. I will always be grateful to Jack Malone for having faith in me and giving me this opportunity.”

While working at Shriver JCC, Gomes took advantage of the IUPAT’s program with Marshall Community College and earned his associate’s degree in Applied Science and Occupational Development in December 2007.

In October 2014, he was promoted to Job Corps Field Coordinator (Northeast), where he managed eight Job Corps paint programs from Northern Maine to Southern Virginia.

Brother Gomes retired on July 31, 2022, as did his wife, Jane, a high school mental health counselor and member of the Massachusetts Teachers Association. The couple is enjoying retirement, traveling, and spending time with family. As career union members, Brother and Sister Gomes are grateful for the union’s financial and health care security.

Once in the United States, Brother Muyobe didn’t hesitate to try to establish a new life in his new home. He didn’t have a work background, a high school diploma, or speak English. As a result, he could only land a dead-end manufacturing job. His desire to better himself and his family was the driving force he needed to enroll in a painting apprenticeship program at Keystone JCC. Soon after he enrolled, COVID-19 shut down all Job Corps Centers. While waiting for the restrictions to be lifted, he continued improving his English.

Once the doors opened back up, Muyobe “trade shadowed” Keystone Job Corps Center Instructor Steve Padrusnak, an 18-year member from DC 21/LU 2018, and quickly realized what he wanted to do with the rest of his life. Muyobe said

he “wanted to be a part of something bigger than himself and help fight for people’s rights,” which he could not do in Tanzania.

As Brother Muyobe progressed through the program, he excelled in his academics as well. Keystone JCC Director Kelly King and the rest of the staff helped him navigate through the language barrier, earn his high school diploma, and even guided him through the process of finalizing his permanent US citizenship, often on their own time.

Once it was time for Muyobe to enter the work-based learning program that Job Corps offers, Padrusnak and LU 2018 Business Representatives Bob Griffiths and Joe Weiss helped secure him a short-term position with signatory contractor Postupak Painting Co. in Wilkes-Barre, Pennsylvania. Postupak’s Owner, Carl Postupak, and his crew exposed Muyobe to many different aspects of the painting trade, and all were impressed with his skill and eagerness to learn more.

While he enjoyed all aspects of the program, Muyobe ultimately chose drywall finishing as his primary trade, hoping to learn more about the painting trade in the future.

During a visit to the DC 21 Finishing Trades Institute with Job Corps Field Coordinator (Eastern) Billy Stevens, Steve Padrusnak spoke with DC 21 Director of Training Marty McNulty about Brother Muyobe. McNulty referred him to DC 21 FTI Recruitment Coordinator Tureka Dixon, who started the apprenticeship application process and introduced Padrusnak to DC 21 FTI Drywall Finishing Coordinator Jim Hyland. From there, Hyland and LU 1955 Business Agent Matt Cortez met with Muyobe, and he was soon accepted into the DC 21 Apprenticeship Program. On his visit to DC 21 and its FTI facility, Muyobe met DC 21 Business Manager/ Secretary-Treasurer Fran McLaughlin.

Brother Muyobe proves that no matter the circumstances, if you “stay focused and work hard,” you can accomplish anything. Welcome home, brother!



L to R: DC 21 FTI Drywall Finishing Coordinator Jim Hyland, Safari Muyobe, DC 21 FTI Recruitment Coordinator Tureka Dixon, and Keystone Job Corps Center Instructor Steve Padrusnak.



L to R: DC 21 BM/ST Fran McLaughlin, LU 1955 Business Agent Matt Cortez, Safari Muyobe, DC 21 FTI Drywall Finishing Coordinator Jim Hyland, and Keystone Job Corps Center Instructor Steve Padrusnak.

# EDUCATIONAL OUTREACH

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

## FTIUM'S NEW CTE PROGRAM

In January 2023, the Finishing Trades Institute of the Upper Midwest (FTIUM) began delivering free career and technical education (CTE) programming, starting with a pilot program for 24 high school students from 15 local high schools. Students now have access to FTIUM's 50,000-square-foot state-of-the-art training facility, expert instruction, and FTIUM's free mental health resources, including private counseling. The program aims to empower first-generation students, low-income students, and students of color to get a head start on lucrative careers in the building trades before they enter the workforce.

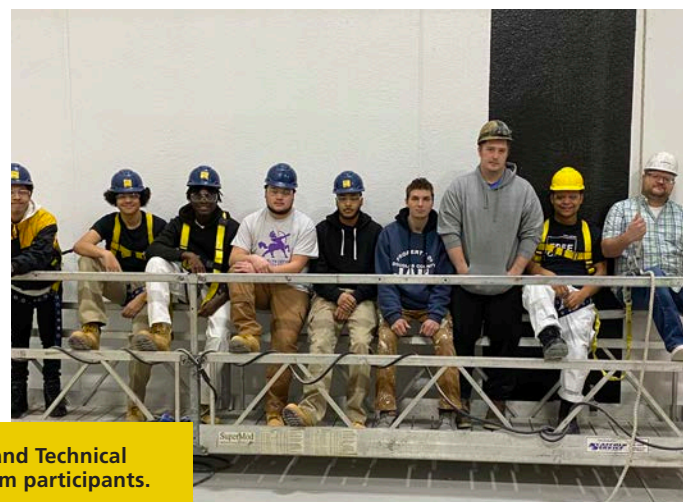
FTIUM is laser-focused on generating a workforce pipeline in the building trades, especially given the high rate of job vacancies in the Twin Cities. The curriculum combines traditional classroom instruction, VR simulation, hands-on training, and one-on-one mentoring, and its unique culture empowers students to graduate into a paid union apprenticeship in painting, drywall finishing, glazing, and more. FTIUM Instructor Phil O'Neill served the trades for many years before becoming an instructor specializing in hands-on learning and will lead the CTE courses.

916 Metro Area Intermediate School District's Assistant Director of Career and Technical Education/Principal Jill Keller-Stuart looks forward to the empowerment this will bring her students. "By partnering with FTIUM, our students from across the metro area, especially those from

low-income families, can access career opportunities in the building trades that have not historically been offered. Through its program, FTIUM has begun to change the culture of construction to one that is more equitable and inclusive. We look forward to seeing our students thrive in this unconventional and effective approach to higher education. Students can now gain a competitive advantage for their future."

FTIUM Director of Academic Education John Burcaw said he was excited by the opportunity to partner with local high schools. "As an industry-leading higher education institution, we have the ability to provide top-notch training for students from backgrounds that the building trades have failed to represent for decades. This is an opportunity for youth in career and technical education that has never been available before, and we're proud that so many local high schools are taking on this critical work with us."

Check out apprentice Brandon Baier's video on how the high school program has changed his life: [qrstud.io/ftiumcteffb](https://qrstud.io/ftiumcteffb)



FTIUM Career and Technical Education Program participants.



## DISTRICT COUNCIL 9 | NEW YORK

### DC 9 & THE FTINY HOST ITS LARGEST NATIONAL APPRENTICESHIP WEEK

During National Apprenticeship Week 2022, District Council 9 and the Finishing Trades Institute of New York hosted students and faculty for an Apprenticeship Showcase to educate them on our trades, training, and benefits of union membership. A total of 276 students and teachers from 11 schools based throughout New York City attended the two-day event. Students participated in presentations, hands-on activities for each trade, and Q&A sessions with instructors and current apprentices. In addition, they each received promotional items.

The schools in attendance were H.E.R.O. High School, Martin Van Buren High School, Mather High School, James Madison High School, City Poly Technical High School, The High School of Fashion Industries, World Academy Total Community Health, Academy Scholarship and Entrepreneurship, Richmond Hill High School, FDNY High School for Fire and Life Safety, and Queens Technical High School.



# S. FRANK "BUD" RAFTERY SCHOLARSHIP AWARDS

IUPAT Member 1935—1986 | General President March 1965—June 1984

At the 25th General Convention held in Washington, D.C., in August 1984, to honor his service to the International Union all his adult life, and his accomplishments and progressive thinking, a resolution was passed creating the S. Frank "Bud" Raftery Scholarship Fund.

At the 27th General Convention held in Washington, D.C., in August 1994, General President A. L. "Mike" Monroe and the General Executive Board, who believe strongly in the principles for which the Scholarship Fund was created, and the need to continue and enhance this Convention theme of Organizing, Education and Training designed to bring all of our members and their families

into the strategic planning and operation of our International Union through educational programs, passed a resolution to increase the S. Frank "Bud" Raftery Scholarship Fund to \$20,000, allowing for (10) scholarships of \$2,000.00 annually.

This fine program is available to sons, daughters or legally adopted dependents of IUPAT members in good standing to apply for scholarships.

All applicants must submit an essay, not less than 1,000 or more than 2,000 words on an essay topic selected by IUPAT Scholarship Committee.

The selected topic for **2023** is as follows:

## Why Does the Union Vote Matter?

The election of the 47th president of the United States is just over one year away. And it comes at a time when we are more polarized than we have been in decades.

The IUPAT and many other American trade unions recognize that the ability to rally and mobilize union voters is vital during presidential and state level elections. Mobilizing union voters

strengthens the mission of unions – to protect its workers' rights and to improve wages and workplace conditions for all workers. But, it can also help break through this polarization.

Understanding the mission of unions, explain why the union vote matters and how union political engagement and mobilization can help overcome political polarization.

The scholarship awards are contingent upon the student attending a certified college, university, voc. tech./trade or other such institutes of higher learning. Award winners must enroll in the school of their choice within a year of the award date or forfeit the award.

Details and an application form are carried in a spring issue of the *Painters and Allied Trades Journal*. The deadline for essays to reach the International Union Headquarters is May 31, 2023 and winners will be announced in June 2023.

PLEASE NOTE: PREVIOUS SCHOLARSHIP WINNERS OF THIS AWARD OR THE MONROE/WILLIAMS SPORTS SCHOLARSHIP AWARD, DEPENDENTS OF IUPAT INTERNATIONAL STAFF, GENERAL OFFICERS OR FUND ADMINISTRATORS AND EMPLOYEES ARE NOT ELIGIBLE TO APPLY.

## S. FRANK "BUD" RAFTERY SCHOLARSHIP APPLICATION FORM

Last 4 SSN/SIN \_\_\_\_\_ Name \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Male  Female Date of Birth \_\_\_\_\_  Single  Married Graduation Date \_\_\_\_\_

List the college, university, voc.tech./trade school, or other institution of higher learning you are attending or planning to attend.

Briefly describe the course of study you intend to pursue and the educational goals you have established for yourself.

Local Union Number of IUPAT member \_\_\_\_\_ IUPAT Member's Name \_\_\_\_\_

Member's Signature \_\_\_\_\_ Member's Last 4 SSN/SIN \_\_\_\_\_ Date \_\_\_\_\_

*Special note: Dependents of IUPAT International staff, general officers or fund administrators and employees, and previous winners of this scholarship, and winners of the Monroe/Williams Sports Scholarship are not eligible to apply.*

**MAIL TO:**  
**IUPAT Scholarship Committee**  
**7234 Parkway Drive**  
**Hanover, MD 21076**

# A. L. "MIKE" MONROE/RALPH D. WILLIAMS, III SPORTS SCHOLARSHIP AWARDS PROGRAM

At the International Union of Painters and Allied Trades Convention in 1999, the A. L. "Mike" Monroe and Ralph D. Williams, III, Sports Scholarship was introduced and ratified into the Union's Constitution. This groundbreaking program was created to offer student athletes the opportunity to pursue their athletic ambitions while earning an advanced educational degree at the academic institution of their choosing.

**In 1,000 words, describe why you should receive this award!**

Despite their athletic talent, neither man had the resources to attend college and instead joined the Union at a young age. This scholarship, named in their honor, gives IUPAT members' children the chance to attain a higher education.

All applicants must meet the following requirements:

- He/she must be a legal dependent of an IUPAT member in good standing.
- Supply an official high school transcript.
- A complete history of athletic participation and special recognition in high school.
- Register with the NCAA Clearing House and declare the athletic program in which he/she will be participating.
- A letter of recommendation must be submitted from the coach or athletic director of the institution the applicant has been accepted and has chosen to attend.
- A complete record of additional financial aid. The award is contingent upon the student enrolling in the school of their choice within one year of the award date or the award is forfeited.

PLEASE NOTE: PREVIOUS SCHOLARSHIP WINNERS OF THIS AWARD OR THE S. FRANK "BUD" RAFTERY SCHOLARSHIP AWARDS, DEPENDENTS OF IUPAT INTERNATIONAL STAFF, GENERAL OFFICERS OR FUND ADMINISTRATORS AND EMPLOYEES ARE NOT ELIGIBLE TO APPLY.

## APPLICATION FORM (MUST BE SUBMITTED WITH THE ESSAY)

Last 4 SSN/SIN \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Date of Birth \_\_\_\_\_

Single/Married \_\_\_\_\_

Date of Graduation \_\_\_\_\_

Type of Sport \_\_\_\_\_

Male  Female

NCAA Clearing House # \_\_\_\_\_

List the college, university, voc.tech. school, or other institution of higher learning you are attending or planning to attend. \_\_\_\_\_

Briefly describe the course of study you intend to pursue and the educational goals you have established for yourself. \_\_\_\_\_

IUPAT Member's Name \_\_\_\_\_

Last 4 Member's SSN/SIN \_\_\_\_\_ Date \_\_\_\_\_

Local Union Number of IUPAT member \_\_\_\_\_

Member's Signature \_\_\_\_\_

**Scholarship applications must be submitted and received by May 31, 2023.**

**Please submit your applications to the IUPAT-A. L. "Mike" Monroe/Ralph D. Williams, III, Sports Scholarship, 7234 Parkway Drive, Hanover, MD, 21076. Winners will be announced June 2023.**

# DISTRICT COUNCIL SPOTLIGHT



DC 35 BM/ST Christian Brennan

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

## AN INTERVIEW WITH DC 35 BM/ST CHRISTIAN BRENNAN

**Thank you for taking the time to chat with us. Please introduce yourself and key staff members of District Council 35.**

Brothers and Sisters, it is a pleasure to introduce myself. I am Christian Brennan, Business Manager/Secretary-Treasurer of District Council 35. I joined DC 35 as a Painter and have served our Union ever since, most recently as a Business Representative. I was elected on October 31, 2022, following the retirement of our respected, longtime BM/ST Jeff Sullivan. While our leadership has changed, we continue to follow in his footsteps, ensuring family-sustaining wages, great benefits, and a dignified retirement for all our members.

**Tell us how many members are represented by District Council 35, the trades they represent, and the areas they work in.**

DC 35 represents 4,000 Painters and Decorators, Glaziers and Glassworkers, Sign and Screen Print Workers, Public and Private Custodial Workers, and 617MediaGroup, which designs and assists International staff with this publication. We represent workers across all our trades in Massachusetts, New Hampshire, Maine, and Vermont. Additionally, we cover sign and display workers throughout New England.

**What project(s) or campaign(s) are you most proud of?**

We recently celebrated a big win for the hundreds of Boston Public School custodial workers we represent. These workers were on the front lines during the early stage of the pandemic, going into schools every day to maintain the highest levels of sanitation and ensuring our students, teachers, and faculty were safe. They've gone above and beyond to not only clean our schools but complete maintenance outside of their immediate job description, saving the city and taxpayers thousands of dollars per year.



L to R: IUPAT General President Jimmy Williams Jr., Retired DC 35 BM/ST Jeff Sullivan, and DC 35 BM/ST Christian Brennan.

I'm lucky to be surrounded by an exceptional team that includes Assistant Business Manager/Business Representative/Contract Administrator Chuck Fogell, Assistant Business Manager/Business Representative Joe Guarino, Director Of Servicing Raymond Pickup, Director Of Organizing Jorge Rivera, Director of Business Development Justin Desmond, FTI Director Eric Redding, and Director of Government Affairs John Drinkwater.



L to R: DC 35 Director of Health and Safety Mike Moreschi, DC 35 Instructor Jim McCann, and DC 35 Business Representative Chris Brennan spearheaded the mental health and substance misuse training at DC 35.



DC 35 members rallying for good jobs in the community.



DC 35 members volunteering at the Social Impact Center.

These essential workers were operating under an expired contract for two years as we negotiated with the city, which initially refused to follow the standard precedent of using the Boston Teachers Union’s contract as the benchmark for the new wage scale and other benefits. We finally came to an agreement and signed a new contract in December 2022, which guarantees pay raises for all workers, which is necessary as the cost of living in Boston drastically increases. This contract and the new wage scale are life-changing for our members.

We are always on the front line for our members, communities, and working families everywhere. We’ve been proud to lead the fight against wage theft across our jurisdiction, and we helped beat back right-to-work—or “right-to-work-for-less”—from becoming law in New Hampshire.

### What are some large project(s) or campaign(s) you’re currently working on?

Our members’ mental health is one of the most crucial causes dear to my heart. Sadly, the construction industry has the highest rate of suicide across America. As a business representative, I spearheaded efforts to reduce the stigma around the topic. We first started by teaching apprentices the *Changing the Culture of Construction* course. That evolved into a two-part course—discussing substance misuse with first-year apprentices and mental health with third-year apprentices.

In addition, the IUPAT provides peer support training for members to help increase awareness around these issues, educate them on the brain chemistry surrounding mental health and substance use disorder, and arm them with the

tools needed to help those who turn to them for support. I am proud of the collaboration between DC 35 and the International, and I am excited to be a part of the culture of change within our industry.

This is what the union is about. This isn't just a job; it's a social movement, a brotherhood, and a sisterhood of working people looking out for each other. Years ago, when I started my own recovery journey, I asked for help. It is, without question, one of the most important things I have done in my life.

### Is there anything else you'd like to share about your District Council?

DC 35 created the first Safety Training Awards Recognition (STAR) event in Boston, Massachusetts, 27 years ago. STAR is an incentive-based rewards program that serves to improve safety awareness on the job site. The program

requires workers to complete safety courses and maintain a minimum of safe work hours during the qualifying work period. When members meet these requirements, they become eligible for recognition and rewards. It's been a tremendous success and has received the support of the International and has been adopted by other District Councils and other industries. We're proud to have established such a worthwhile program and look forward to hosting the annual event for members and their families to enjoy.

### What advice would you give to future leaders?

As a leader, you don't have to reinvent the wheel to make your organization and your community a better place. Look at those who came before you and what worked or didn't work. Listen to what your community has to say. I graciously thank you for the opportunity to share some of Painters and Allied Trades District Council 35's history.

DC 35 and allies rally for good jobs outside Marriott Copley Square in Boston.



DC 35 members at the 2022 Trades Women Build Nations conference.



# INFRASTRUCTURE

DISTRICT COUNCIL 14 | ILLINOIS, INDIANA  
DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN  
DISTRICT COUNCIL 58 | ILLINOIS, MISSOURI,  
KENTUCKY, TENNESSEE

## DISTRICT COUNCILS 14, 30, AND 58 PARTNER TO SPONSOR NEW PRE-APPRENTICESHIP PROGRAM

This spring, District Councils 14, 30, and 58 are working together to launch a new Industrial Painting Pre-apprenticeship (IPP). The program will be funded through a federal Community Project Funding grant awarded to the Tri-Council Development Fund (TCDF)— a partnership of the three District Councils formed to work on initiatives that advance the standing of the unionized finishing trades across Illinois. TCDF worked with U.S. Representative Bill Foster (IL-11) to secure the funding, which was awarded at a press event last summer.

The \$975,000 award will enable the TCDF, in partnership with the District Councils' training centers, to provide career readiness training free of charge for up to 100 students and offer program support to training participants and newly placed apprentices during the often challenging first year in the industry. Focusing on minorities, women, and members of other traditionally underserved or underrepresented populations, this training will help students prepare for successful careers in the building trades.

The IPP program will be unique in its focus on the industrial painting sector, where program planners expect increased demand for workers due to the need for repair, replacement, and upgrades to public infrastructure systems of all types. "This is a story about training the next generation of painters needed to care for our vital infrastructure," said TCDF Executive Director Todd Dotson.

"The future of work will look much different from what we remember growing up," noted Rep. Foster. "We need to invest in training and apprenticeship programs that enhance and expand people's marketable skills, opening doors to jobs that can support families and allow people to build secure lives. The TCDF is a critical component of just



On June 17, 2022, representatives from Illinois' union finishing trades gathered to celebrate the launch of the Industrial Painting Pre-apprenticeship (IPP) program at a press event at the North Central Illinois Finishing Trades Institute in Aurora, Illinois.

that. In partnership with the Illinois union finishing trades industries, they're helping to strengthen our middle class while expanding opportunities to enter trade careers."

Foster's support for the program is a direct result of his close association with the IUPAT and his willingness to learn about the unique aspects of the industrial painting trade, such as training in scaffolding and rigging; the science of corrosion; the use of high-powered blasting equipment; the application of specialized coatings; and health and safety protocols to keep themselves, their coworkers, and the public safe when the work is being performed.

Since the funding award, the TCDF has been busy completing the planning required by the federal funding agency, the U.S. Department of Labor's Employment and Training Administration.

"Every dime of the award will be devoted to the IPP," said Dotson. "Our plans are unique in many ways because we are dedicating a significant amount of the funding to helping participants address the financial barriers that often exist for those seeking to enter the building trades workforce. The IPP will help build workforce bench strength in the industrial sector to ensure these critical community projects are done on time and within budget. This program is a win-win-win for workers, contractors, and communities."



North Central Illinois Finishing Trades Institute Director Steve Lefaver leads U.S. Representative Bill Foster through a facility tour on June 17, 2022.

# JUSTICE FOR ALL WORKERS

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

## NEW JERSEY ENACTS "TEMPORARY WORKERS' BILL OF RIGHTS"

The "Temporary Workers' Bill of Rights," sponsored by New Jersey State Senator Joseph P. Cryan (D) and New Jersey State Assemblywoman Yvonne Lopez (D), is legislation that protects temporary workers in the state of New Jersey. The bill was originally introduced on December 6, 2021, and finally signed into law by Governor Phil Murphy on February 6, 2023.

The bill offers temporary workers protections that include the requirement for temporary workers to be paid the same as permanent workers and prohibiting temp agencies from charging temporary workers for "transportation fees." The bill is the first of its kind in the nation and represents a historic win for workers in New Jersey that have been exploited for far too long.

Numerous groups have collaborated to get this piece of legislation passed. Make The Road New Jersey spearheaded the struggle and was joined by New Labor, New Jersey AFL-CIO, SEIU 32BJ, Retail Wholesale and Department Store Union (RWDSU), Teamsters, Unite Here Local 54, UNITE HERE Local 100, Communications Workers of America New Jersey, New Jersey Working Families Party, and our very own IUPAT District Council 21.

IUPAT District Council 21 is honored and proud to stand in solidarity with Make the Road New Jersey and its community group and labor union partners.



District Council 21 members joined Make the Road New Jersey and other allies in a show of support for the "Temporary Workers' Bill of Rights" in front of the New Jersey State House earlier this year.





## DENVER PASSES WAGE THEFT ORDINANCE

In January 2023, the Denver City Council unanimously voted to enact legislation for a bill that will create a pathway allowing the auditor to seek restitution for unpaid and underpaid workers. Wage theft occurs when a worker is paid less than what they are owed. It includes minimum wage violations, misclassification, meal break violations, forcing someone to work “off the clock,” or paying less than the agreed-upon wage.

Protecting workers’ rights and fighting for legislation to protect against wage theft is essential for the success of the middle class. When workers do not receive the wages they are due, it affects their ability to pay for essentials like housing, food, transportation, and health care. Furthermore, it creates an unfair labor market where employers can take advantage of their employees and pay them less than they should, thereby driving down wages for all workers. This can cause ripples, decreasing consumer spending and hurting the economy. The lack of legal protections for

workers can also lead to a lack of job security and make it difficult for workers to advocate for their rights. Finally, wage theft can negatively impact workers’ morale, as they feel that their hard work is not being respected and valued. By ensuring that workers are paid the wages they are due, we can help create a strong and vibrant middle class. This will help our economy grow and allow workers to provide for their families and enjoy financial stability.

Colorado organizations and organized labor celebrate the Denver City Council’s passage of the wage theft ordinance. The legislation was sponsored by council members Jamie Torres, Amanda Sawyer, Stacie Gilmore, and Candi CdeBaca. This win is the result of years of engagement with a labor coalition comprised of IUPAT District Council 81, Carpenters Local 555, Towards Justice, Colorado Jobs with Justice, LiUNA Local 720, SEIU 105, and the Colorado Building & Construction Trades Council.



Community partners celebrate the passage of a wage theft ordinance by the Denver City Council.

# COMMUNITY INVESTMENT

DISTRICT COUNCIL 7 | WISCONSIN, MICHIGAN

## COFFEE FOR VETERANS

The District Council 7 Volunteer Activist Committee (VAC) recently took up a collection and partnered with veteran-owned Black Rifle Coffee to donate coffee to the Clement J. Zablocki VA Medical Center in Milwaukee, Wisconsin. The VAC sprung into action after DC 7/LU 770 (Milwaukee) member Josh Ludwig, whose wife works at the facility, informed him that nurses and other staff have been purchasing coffee for patients, families, staff, and volunteers.



DC 7 Field Representative LeVar Wilson and DC 7 Communications Director Jenni Neduzak



DC 7 Communications Director Jenni Neduzak

DISTRICT COUNCIL 91 | INDIANA, ILLINOIS, KENTUCKY, MICHIGAN

## HIRING EVENT

District Council 91 representatives pause to take a photograph at a recent hiring event at Local Union 469 in Fort Wayne, Indiana.



## DISTRICT COUNCIL 9 | NEW YORK

### DC 9 IN THE COMMUNITY

District Council 9 staff and members can often be found volunteering at various community events and for various causes. That's the kind of generous and caring union members and citizens they are. Here are just two events that they were spotted in the last five months:

- Each year around the Thanksgiving holiday, DC 9 hosts a food drive in memory of our lost sister, Teri Muroff-Meyer. Through a combination of food collection, fundraising, and member volunteerism, DC 9 provides food donations and turkey vouchers to residents in need. In 2022, DC 9 partnered with New York City Council Member Francisco Moya (D) to benefit residents in Queens and with Ginsburg Development, local elected officials, and community-based organizations to benefit communities in Westchester County.



- District Council 9 recently partnered with Vision Long Island, PinkTie Delivers, and Urban Upbound to hand out hats, gloves, scarves, and more to Long Island and

Queens residents in need as a part of their Annual John J. Barrett Coat Drive.



# COMMUNITY INVESTMENT

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

## DC 35 HOSTS MLK DAY BRUNCH

District Council 35 proudly hosted the Boston chapter of the Coalition of Black Trade Unionists' (CBTU) first Martin Luther King Jr. Day Brunch. Attendees from the greater Boston labor movement heard from labor leaders and elected officials about MLK's legacy in supporting workers' rights and his vision for justice and economic freedom for all.

"We believe that diversity is a strength, and solidarity is a requirement for success," said DC 35 Business Manager/Secretary-Treasurer Christian Brennan at the event. "We are stronger and better together. As we remember Dr. King's legacy of justice for all, we want to carry on his work of fighting for equity in everything we do. We will continue to work for good wages, good working conditions, good benefits, and equal opportunities for all."

District Council 35/Local Union 939 member Jason Johnson had the pleasure of speaking at the CBTU's first Martin Luther King Jr. Day Brunch.



Since the 1970s, CBTU has been an independent voice of Black workers within the trade union movement. Thank you to CBTU Boston, Boston City Councilor At-Large Julia Mejia, Boston City Councilor (District 7) Tania Fernandes Anderson, and the dozens of union members who attended this important and inspiring event.



## DISTRICT COUNCIL 46 | ONTARIO

### LITTLE JAMAICA

District Council 46 members recently painted the planters along Eglinton Avenue West in Toronto to beautify Little Jamaica. The effort helped brighten the area, impacted by COVID and a large construction project.



# GLAZING CRAFT COMMITTEE

DISTRICT COUNCIL 10 | TEXAS, LOUISIANA, MISSISSIPPI, OKLAHOMA, TENNESSEE

## INFRASTRUCTURE AND WORKFORCE DEVELOPMENT FORUM

On February 1, 2023, District Council 10 hosted the Infrastructure and Workforce Development Forum in Houston. The event brought together stakeholders in the DC 10 glazing community to speak about funding and work opportunities brought to us by the Bipartisan Infrastructure Law and Inflation Reduction Act.

Attendees included Alief Independent School District, Aldine Independent School District, Texas Climate Jobs Project, Workers Defense Project, city council members, county commissioners, and other elected officials. Presenters included Gulf Coast Building and Construction Trades Council, the Apprenticeship Readiness Program/Multi-Craft Core Curriculum (ARP/MC3), and the IUPAT Apprenticeship Program. The central panel spoke about the Renew America's Schools grant, which DC 10 is currently a lead consortium partner for.

The forum was also an opportunity for the IUPAT to strengthen its relationships with external stakeholders, discuss the growth we've achieved in glazing and other crafts through the help of Federal Government grants, and stress our commitment to building a better America for the 21st century.

International Finishing Trades Institute Glazing Specialist Matt Fox said, "The forum in Houston was a success! The relationship that District Council 10 has established with the local Building Trades, school districts, and agencies will help our workforce be prepared to perform the work coming out of these federally funded projects."

Please contact your District Council to find out if they are among those who have scheduled an Infrastructure & Workforce Development forum this year.



# April 30 INTERNATIONAL PAINTERS APPRECIATION DAY



# MEMBER SPOTLIGHT

## DISTRICT COUNCIL 6 | OHIO, INDIANA, KENTUCKY, PENNSYLVANIA

### BILL JAWORSKE

#### District Council 6/Local Union 707

Beginning this year, International Painters Appreciation Day will be celebrated on April 30th of each calendar year. The man responsible for that is District Council 6/Local Union 707 (Strongsville, Ohio) member Bill Jaworske.

Brother Jaworske, an experienced painter of 25 years, joined the IUPAT in 2018 to find steady work, to have a good benefits package, and to be part of an internationally recognized union that employs trained professionals who are considered among the elite in the industry. He is active on a local level, serving as Financial Secretary for LU 707, which is an elected position, and is also a delegate for DC 6.

In April 2022, Brother Jaworske reached out to the National Day Archives (NDA) because he wanted to do something to help increase the IUPAT's international membership, and he also felt that painters deserve a national day to celebrate their hard work and dedication to the trade. He also hoped it would incentivize non-union painters to join the union, cultivate solidarity, and prove that no matter how small one may feel in this industry, an idea/decision can go a long way with the support of the IUPAT.

Brother Jaworske researched painting history through the years, and his vast experience came in handy when preparing his proposal to the NDA. It only took a few weeks to hear back from the NDA, and then he moved to the next phase of making motions and getting approval at a meeting of DC 6 delegates in December 2022.

“Joining the union is honestly one of the best decisions I have ever made. It has given me more opportunities beyond my wildest dreams, and I look forward to the rest of my career as a union member.”



He feels great about the outcome and would like to give special thanks to those who supported him throughout the process, including the delegates of DC 6, DC 6 Business Manager/Secretary-Treasurer Jim Sherwood, DC 6 Assistant Business Manager/Secretary-Treasurer and Director of Service Lou Ferrante, Recruiting and Communications Coordinator Nichole McCarthy, LU 707 E-Board Member Randy Wood, LU 707 E-Board Member Brad Pinchot, and the members of LU 707.

“Joining the union is honestly one of the best decisions I have ever made. It has given me more opportunities beyond my wildest dreams, and I look forward to the rest of my career as a union member,” said Jaworske.

Congratulations, brother! What an incredible accomplishment. Thank you for giving painters everywhere this special gift!

# RECOGNITION

## DISTRICT COUNCIL 9 | NEW YORK

### DC 9 BM/ST JOSEPH AZZOPARDI HONORED BY OUTREACH

On December 9, 2022, Outreach honored District Council 9 Business Manager/Secretary-Treasurer Joseph Azzopardi as Labor Leader of the Year at its 41st Annual Metropolitan Luncheon in New York City.

Outreach inspires adolescents, adults, and their families to achieve a life of unlimited potential through evidence-based substance abuse treatment and Credentialed Alcoholism and Substance Abuse Counselor (CASAC) training programs.

The Humanitarian of the Year Award went to Northeast Region Head of the U.S. Office Division of Brookfield Properties Executive Vice President Callie Haines, and Real Estate Board of New York President James Whelan received the Jim Berg Memorial Award.

Congratulations to Brother Azzopardi and the other honorees.



Outreach honorees from L to R: Real Estate Board of New York President James Whelan (Jim Berg Memorial Award), Northeast Region Head of the U.S. Office Division of Brookfield Properties Executive Vice President Callie Haines (Humanitarian of the Year), and DC 9 BM/ST Joseph Azzopardi (Labor Leader of the Year).

## DISTRICT COUNCIL 50 | HAWAII

### PERFECT ATTENDANCE: KENNY BANIAGA & PO'OKELA BANIS-CHUN

District Council 50 proudly recognizes apprentices Kenny Baniaga and Po'okela Banis-Chun for graduating from the Painters Apprenticeship Program with perfect attendance. Kenny and Po'okela not only dedicated their time to attending

every class, but they answered the call to participate in voluntary community outreach programs.

These dependable, amicable, and dedicated young men truly exemplify what it means to be DC 50 members.



DC 50 Director of Training Breanne Geronimo, Po'okela Banis-Chun, and DC 50 BM/ST Ryden Valmoja.



DC 50 Director of Training Breanne Geronimo, Kenny Baniaga, and DC 50 BM/ST Ryden Valmoja.



## DISTRICT COUNCIL 51 | MARYLAND, DISTRICT OF COLUMBIA, VIRGINIA

### **BILL COURTIEN RECOGNIZED AS A GOLD MEMBER**

Bill Courtien celebrates Gold Member status with family and IUPAT leadership. L to R: Stephen Courtien (son), General President Jimmy Williams Jr., Bill Courtien, General Secretary-Treasurer Gregg Smith, Brian Courtien (son), and Jackie Courtien (daughter).



In November 2022, District Council 51/Local Union 890 (Alexandria, Virginia) member Bill Courtien became a Gold Member. The IUPAT General Constitution states that a Gold Member is a member who has remained in continuous or cumulative good standing for a period of 50 years and who has not transferred to Life Membership. Less than one percent of the current IUPAT membership has achieved this status.

Bill Courtien joined DC 9/LU 28 (New York) in 1972 and worked as a commercial and decorative painter in DC 9. He served as Local Trustee, Council Delegate, Organizer, and Business Representative, respectively, until 1986, when the International hired him as a General Representative. In 1997, he was elevated to Executive Assistant to the General President and remained in that position until December 2020. During that time period, he also served as a delegate to eight General Conventions.

In December 2020, he moved into the position of Director of Services and Grounds for the IUPAT Campus in Hanover, Maryland. He remains in that role.

Brother Courtien and his wife, Judy, have three adult children who are also active union members. His daughter, Jackie, a DC 51/LU 1937 member, is the Benefits Department Manager for the IUPAT Industry Pension Fund; his son, Stephen, a DC 51/LU 1937 member, is the President of the Baltimore-D.C. Building Trades; and his son, Brian, a DC 51/LU 963 member, serves as Business Manager/Secretary-Treasurer for DC 51.

Congratulations on this tremendous milestone, Brother Courtien!

# RECOGNITION

## DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

### DC 57 MEMBER KENZIE HAUGER SHARES APPRENTICESHIP OPPORTUNITIES WITH YOUNG WOMEN

Apprenticeships can be a worthwhile alternative to a traditional and expensive college path. That's why District Council 57/Local Union 2006 (Pittsburgh, Pennsylvania) drywall finisher Kenzie Hauger has been visiting middle schools and sharing the value of a DC 57 apprenticeship with girls. She recognizes that girls are often artistic and detail-oriented, making them prime candidates for a career in the finishing trades once they graduate high school.

Sister Hauger also understands the financial burden of college and an uncertain career. Before joining the IUPAT, she tried to pay for college out-of-pocket in the hopes of becoming a state trooper. When she realized the debt she'd face upon graduation, she began working a non-union construction job 12 hours a day without overtime. She had no money coming in and no insurance.

Coming from a union family, she applied to DC 57's apprenticeship program. She was accepted into the program within two weeks and landed her first union job, which offered her a work-life balance for the first time. Today, her favorite part of her job is restoring historic structures. She loves the creative and artistic challenge and the reward of seeing these buildings returned to their former glory.



Kenzie Hauger with Bernie Wagner of Norco Painting.

Sister Hauger's advice to prospective apprentices is to "Be determined to succeed. Be open-minded every day, and come to work every day ready to let others teach you things and correct you. You have to learn from your mistakes. You don't have to be perfect, but you have to do your best."

## DISTRICT COUNCIL 11 | CONNECTICUT, MASSACHUSETTS, RHODE ISLAND

### BROTHER CRAIG LENNOX CELEBRATES 51 YEARS OF SERVICE



In February 2023, District Council 11/Local Union 1122 (New London, Connecticut) member Craig Lennox celebrated 51 years of service with the IUPAT. Before his anniversary, he was awarded his Gold Member certificate for 50 years as an IUPAT member.

DC 11/LU 1122 member Craig Lennox (left) receives his Gold Member plaque from DC 11/LU 1122 Business Representative Mark Verity.

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

## AN INTERVIEW WITH DC 81 CONTRACTOR HEGGEM-LUNDQUIST

Heggem-Lundquist is a 74-year-old family-owned and woman-operated business in the Denver Metro Area. The company, which is signatory to District Council 81, began in 1949 with Uno Lundquist, who immigrated from Sweden. His son, Ron Lundquist, later took over the company. Today, Ron's children, Beth Lundquist, Kirk Lundquist, and Ruthanne Zueger, are at the helm as third-generation owners, with Beth and Ruthanne active in the day-to-day operations.

Since its start as a painting company in 1949, Heggem-Lundquist has grown and differentiated itself by becoming a one-stop shop performing steel stud framing, drywall, finishing, acoustical ceilings, painting, and wallcovering. They are thankful for the new and emerging team of professionals and leaders that have elected to have Heggem-Lundquist as their employer.

Heggem-Lundquist's leadership is also proud and appreciative of their team of dedicated and loyal employees, many of whom have worked there for 20-40 years. Their workforce comprises several generations who work well together, supporting, mentoring, and complementing one another. Ruthanne told us, "Providing employment through good times and bad over the 74 years we've been in the Denver market is a great brand for employees to consider when thinking about joining Heggem-Lundquist."

Heggem-Lundquist is an active member of the Associated General Contractors of America (AGC) Culture of CARE initiative and has found that investing in a healthy work environment leads to better employee retention and better performance and productivity. Ruthanne told us, "Our foremost priority is the safety (physical and psychological) and well-being of our employees. This culture has developed over the four generations of being family owned and operated. Taking care of our collective family is a core value. We do this because it's the right thing to do, and we've demonstrated over the years it yields sustainable and prosperous results." Employees of the company have



L to R: Beth Lundquist, Ron Lundquist and Ruthanne Zueger.

remarked that they feel supported through the Culture of CARE initiative and being part of a family.

Ruthann spoke of her company's experience with skilled IUPAT workers. "Having painters and finishers from the IUPAT supports us in our reputation for high-quality craftsmanship. Having a trained workforce gives us a competitive advantage and saves us time and money by not needing to train and develop tradesmen and women in-house."

She also gave advice to those interested in becoming a painting contractor, noting that it can be challenging and stressful: "So much requires strong relationships and connections for getting work and employees. We would recommend that new contractors join an industry association so they have support and guidance getting started."

Heggem-Lundquist also supports many charities within the Denver area, including Tiny Homes, Ronald McDonald House, Judy's House, and the UC/Denver Center for Inclusive Design and Engineering.

When asked what drives Heggem-Lundquist to be successful within the industry, Ruthanne shared that they want to continue to honor the vision and reputation that the owners' grandfather started 74 years ago. "We are driven to be THE preferred specialty subcontractor in Denver, to be active and influential in the growth and success of the Denver construction industry, and to be THE preferred employer of choice for those looking to work in our trades. We're also driven to have Heggem-Lundquist be a sustainable family-owned business for the next (fourth) generation of Lundquists."

# RECOGNITION

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

## LUIS BANEGAS

Luis Banegas, a 25-year member of District Council 81/Local Union 79 (Denver, Colorado), recently shared his experience of being a union member with the *Journal*.

Before joining the union, the Honduran native lived in Miami and worked various jobs in roofing, landscaping, carpentry, and painting. After moving to Denver, he inquired about a painting job and was put in touch with longtime DC 81 contractor Heggem-Lundquist. He first filled out an application with Heggem-Lundquist, then headed off to the union hall. The rest is history. He's been working with them ever since.

When asked what he enjoys about his chosen trade, Brother Banegas said, "Painters do all different kinds of painting. We use different materials and different equipment. You're always in a different building and never in the same spot for long."

In addition to the training and benefits he receives for his family, he also appreciates the representation and collective bargaining of being a union member. He told us, "Everything we have here is what we fight for. It is what we need. I say if somebody wants to join the union, it can be great. I like what we are doing here. We need more members in the union, and maybe more companies joining the union so we can get better benefits and be stronger. The union fights for us."

Banegas' wife and sons are also employed by Heggem-Lundquist. He and his wife have another son with the Railroad Workers in New Orleans, a child in high school, and a child in college.

Thank you for sharing your story with us, Brother Banegas. We hope it will inspire others to take the union path, as well.

Luis Banegas and his wife, Lilliam Ortiz.



**THE SAME PEOPLE WHO**

**ATTACK WOMEN'S RIGHTS**

**ALSO**

**ATTACK LABOR RIGHTS.**



**IUPAT.ORG**

Administrator Terry Nelson

### Your Annuity is Taking a Big Step Forward for You

In the Winter edition of the *Journal*, we announced that as a part of the ongoing initiative directed by the Annuity Plan Board of Trustees to modernize members' union retirement plans, the annuity we offer members will 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.

This changeover to the U.S. Annuity Plan is not in its final stages, and annuity fund participants will be receiving, or may have already received, a communication from the Pension Fund office with specific details regarding their account and the steps to take to make their investment choices.

In the meantime, here are some details about this change and resources to get more information.

### This is a Change for the Better in Your Personal Retirement

General President James Williams Jr., General Secretary-Treasurer Gregg Smith, IUPAT Industry Pension Fund Administrator Terry Nelson, and the Pension Fund staff attend District Council and Local Union meetings regularly throughout the United States and Canada. One of the questions they have heard the most over the years regarding the Annuity Plan is about how members could have more of a say in how their contributions are invested.

This change allows participants to make those personalized decisions about their investments and retirement planning in their annuity.

### Financial Professionals with Union Member Retirement Experience

We conducted a formal and extensive process to find a financial firm that would provide us with the best retirement plan services in the marketplace at a reasonable cost. As a

result, the Milliman firm was selected as our new partner. Milliman will:

- Track your plan account balances and employer contributions.
- Provide you with secure account access via a website, mobile app, and call center.
- Execute transactions you initiate and provide confirmations and account statements.

Milliman is a professional services firm based in Seattle, Washington. Milliman has been servicing union plans and participants for almost 75 years. As a firm, Milliman has over 350 union clients throughout the United States and provides financial services to over 1,000,000 union members and their beneficiaries.

The Milliman team understands how hard union men and women work for their savings and how important those savings are for the retirement they deserve—an important factor as the Annuity Trustees made their decision to hire them.

### When is This Happening? What Do I Need to Do?

The IUPAT Pension Fund Office and Milliman will directly contact annuity participants to prepare for a late spring changeover to this new plan.

You do not need to take any action for your account to transfer to Milliman; it will happen automatically.

The IUPAT Pension Fund office and Milliman will guide you from there.

### I Want More Information

The IUPAT and Milliman 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](http://IUPAT-MovingtoMilliman.com) for more information.

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

[IUPAT-MOVINGTOMILLIMAN.COM](http://IUPAT-MOVINGTOMILLIMAN.COM)



We stand ready to answer your questions. Take a look below at some frequently asked questions for an answer you may be looking for now.

**How will my account be invested after the Annuity converts to Milliman?**

Your assets will be invested in asset allocation funds specifically designed for your investment time horizon based on your date of birth. You will have the option of directing your account into other investment options the Plan offers if you are comfortable in doing so.

**Where should I send my Annuity Hardship or Separation of Service applications?**

Annuity applications should continue to be sent to the IUPAT Pension Fund. The Fund Office will continue to process applications and ensure that they meet plan requirements for payment.

**Who will be disbursing my Annuity payment?**

After the transfer, Milliman will be processing Annuity payments, and your disbursement will physically come from Matrix Trust.

**I have questions in regard to meeting the requirements for Annuity Separation of Service or Annuity Hardship. Who should I contact?**

Contact the IUPAT Industry Pension Fund at 1-800-554-2479.



**ANNUITY PLAN**



# RECENT RETIREES

NOVEMBER 2, 2022 - MARCH 1, 2023

Name	LU #	Name	LU #	Name	LU #
Richard George Akers .....	LU 195	Steven Michael Browning.....	LU 970	Michael Van Dennis, Jr.....	LU 607
Santiago Alejandro Alava .....	LU 24	William Lee Burgess .....	LU 639	Ismar Alves Deoliveira .....	LU 1331
Francisco Altamirano.....	LU 1324	Javier Jose Burgos .....	LU 831	William James Devlin .....	LU 66
Scott Steven Althouse, Sr.....	LU 2011	Bobby Lee Burlison.....	LU 1837	Stanley Robert Dewees .....	LU 2001
Ramiro Alvarez.....	LU 1036	Mark Olin Burnett.....	LU 312	Jaime Diaz .....	LU 20
Marco Aurelio Amador .....	LU 365	Guelido Antonio Cabral Bueno....	LU 1009	Peter Anthony Dichiaro.....	LU 806
Benjamin Anderson .....	LU 963	Mario V Calzada .....	LU 52	Matthew Aloysius Domanick.....	LU 252
Keith Alan Anderson.....	LU 2353	Anthony Glenn Campbell.....	LU 1010	Kevin Jon Downen .....	LU 2341
Guillermo Arroyo .....	LU 1136	Dennis Patrick Campbell.....	LU 1136	Lyle Kelly Duncan .....	LU 178
Joseph Thomas Ashdale .....	LU 252	Stephen Elliot Cash .....	LU 1964	Raymond Michael Edwards, Sr. ....	LU 1244
Charles Richard Audette .....	LU 1959	Charles Henry Cavins, II.....	LU 333	Dan Norman Erdmann.....	LU 948
Frank Arthur Avalos.....	LU 636	Michael Robert Christ .....	LU 252	Steven Glen Esbenshade.....	LU 364
Tomas Badillo Muniz.....	LU 1281	Steven James Christenson .....	LU 300	Mark Rito Faina .....	LU 718
Geoffrey Michael Barber .....	LU 178	Sherman Neal Clark.....	LU 156	Terry Lee Farmer.....	LU 460
Joseph Ryan Barry .....	LU 1976	Joseph Edmond Cloutier .....	LU 515	Charles John Farrell.....	LU 1244
Ricky Mark Baumann.....	LU 604	Joseph Allen Cole.....	LU 1162	Augustine Harry Fernandes .....	LU 740
Brian James Beaver, Sr. ....	LU 2011	Herman Josef Cooper .....	LU 1165	Damasio Rebelo Ferreira .....	LU 19
Kirk Allen Beebe .....	LU 357	Jocelyne Anne-Marie Corderot....	LU 1937	William Patrick Ferreri .....	LU 2011
Mark Edward Behning.....	LU 469	Leandro A Corral.....	LU 636	Fred Andrew Fisher.....	LU 8A-28A
Thomas William Bell .....	LU 1168	Adriano Lacerda Costa.....	LU 1331	Frederick William Fletcher .....	LU 113
Daniel Edward Bennett.....	LU 1165	John Francis Courtien.....	LU 20	James Laverne Fountain .....	LU 1756
Richard Lewis Betsworth .....	LU 2014	Perry Randall Craig.....	LU 1136	Joseph Quinto Franczak .....	LU 460
Steven Bettencourt .....	LU 169	Glen Bradley Crawford.....	LU 164	Dale William Fraser.....	LU 1036
Gregory Bihari.....	LU 1009	Harold Wesley Creek .....	LU 6	Bruce Rodney Frost .....	LU 1798
Kevin Jack Bills.....	LU 77	Dennis Lee Criswell .....	LU 47	David Brent Fruit .....	LU 558
Eric Ronald Blachek .....	LU 677	Koljo Crngarov .....	LU 43	Larry Fulmer .....	LU 1756
Brian R Bloomer .....	LU 113	Thomas Joseph Crotty.....	LU 558	Brian Thomas Gaddie .....	LU 471
Irene Emily Bojkewycz .....	LU 829	Jose Lucio Cruz.....	LU 368	John Willock Galloway .....	LU 688
Konstantinos G Bournias.....	LU 2011	Frederick Baines Cullen, Jr. ....	LU 2011	Jon Augustine Ganahl .....	LU 1136
David Floyd Bowling .....	LU 970	Phillip Harold Cummings.....	LU 27	Randy Michael Gann.....	LU 2012
Michael Anthony Bragiel.....	LU 636	Hiram B Daoud .....	LU 1087	David Ruben Garcia, Jr. ....	LU 718
Gregory Mace Brakebill .....	LU 157	John Charles De Core, Jr.....	LU 1087	Harry Palmer Gordon, IV. ....	LU 2011
Jon Dewayne Brisebois .....	LU 300	Ernest David Deason .....	LU 1244	Bruce Elmore Green.....	LU 2011
William Michael Brogan .....	LU 7	Craig Dejesus .....	LU 368	Collin U Green .....	LU 1456



Name	LU #	Name	LU #	Name	LU #
Russell James Gress	LU 364	Larry Wayne Hormann	LU 1165	Robert Edward Krueger	LU 27
David Scott Griffith	LU 246	John Thomas Horwedel	LU 718	Zoran Kurta	LU 20
Rickey Allen Grimes	LU 386	Gary Lee Howie	LU 61	Christopher Dean Lade	LU 767
Jean Marie Groshens	DC 82	Ronald Hughes, Sr.	LU 157	Benedict Mary Lancaster	LU 386
Rupert John Guthrie	LU 1456	Marlin Michael Hymel	LU 1244	Larry Allen Lane	LU 7
Sean Lee Hadley	LU 5	Lee Gordon Irwin	LU 91	Michael John Lane	LU 1009
Barry Jack Hagins	LU 718	Russell John James	LU 567	Ralph Lanza	LU 24
Scott Emery Hahn	LU 688	Susan Kay James	LU 820	Randy Dustin Lapage	LU 333
Scott Alan Haley	LU 639	Richard Dunbar Jamison	LU 807	Michael Alan Lasley	LU 1165
Douglas Gill Hannan	LU 1144	Joseph Scott Jaraczski	LU 1922	Patrick Daniel Leat	LU 1486
Kenneth Allen Harris	LU 32	Patrick Carl Jeanetta	LU 106	James Scott Leising	LU 660
Timothy Charles Harrison	LU 505	Terry Leon Jennings	LU 76	Mark Paul Lencioni	LU 27
Barry Lee Haskett	LU 47	Jeffrey Edward Jenzer	LU 694	Jeffrey Neal Lesly	LU 1237
Michael Wayne Hatfield	LU 47	Matthew James John	LU 27	Earl Lewis	LU 1975
Joseph Raymond Hawthorne, Sr.	LU 1010	Barbara Gwen Johnson	LU 779	Larry Thomas Lewis	LU 770
Kenneth Michael Hayes	LU 2011	Douglas Edward Johnson	LU 209	David Lizardi	LU 1136
Michael Heffern, Sr.	LU 90	George Earl Johnson, Jr.	LU 970	Michael Guy Thomas Lofaro	LU 24
Richard Jay Hegdahl	LU 300	Robert Musial Jordan	LU 703	Michael David Long	LU 1621
Joe Marvin Henry, Jr.	LU 1165	Michael Lee Kalinowski	LU 505	Steven James Maddalena	LU 1621
Arturo Hernandez	LU 386	Steven Karabel	LU 19	Martin James Mahan	LU 159
Larry Eugene Hewett	LU 1008	Dimitrios Antonios Karalis	LU 123	Eduardo Wenceslao Maldonado	LU 113
David Brian Hickey	LU 357	John Eugene Kekatos	LU 1976	David Eugene Marshfield	LU 31
Steven Douglas Hicks	LU 1144	Daniel James Kennedy	LU 607	Edward Valenzuela Martinez	LU 1621
Luis Alberto Higa	LU 1005	James Kerins	LU 6	James Ralph Matson	LU 61
Carl Dean Hill	LU 1122	Monte Neal Kerr	LU 636	Paul Robert Mazzu	LU 43
Peter Joseph Hnasko	LU 1005	Matthew Patrick Kirst	LU 333	James Timothy Mcshane	LU 252
Daniel Scott Hochadel	LU 43	Daniel Louis Klein	LU 6	Sergio Adrian Medina	LU 159
Earl Alphonzo Hockaday, Jr.	LU 368	Thomas Lee Knotek	LU 2001	Marco Antonio Mellado	LU 636
Sean Michael Hodder	LU 312	Donald Francis Kohler, II	LU 694	Kelmer Brashear Melton, III	LU 1178
Thomas Leonard Hoepfl	LU 737	Michael William Kohler	LU 694	Gregory Marcus Merritt	LU 123
Douglas Charles Hollander	LU 490	Pete Kontopos	LU 123	Lamar John Merritt, Sr.	LU 1176
Eugene Charles Holub	LU 1778	Daniel William Kornoelje	LU 357	Howard Albert Meyer	LU 1798
Eric R Hook	LU 1165	Ricky Peron Krantz	LU 460	Miguel Angel Meza	LU 1036
John Wayne Hook	LU 1756	Kevin Arno Krone	LU 43	Paul Rene Miron	LU 1176

# RECENT RETIREES

NOVEMBER 2, 2022 - MARCH 1, 2023

Name	LU #	Name	LU #	Name	LU #
Jeffrey Lynn Mitchell.....	LU 460	Roy Allen Ponto .....	LU 1118	Antonio Segoviano.....	LU 275
Daniel L Mitrosky.....	LU 1976	James Dent Poston .....	LU 741	William Thomas Segreto .....	LU 1087
Donald Peter Mollis.....	LU 1007	Jesse Poulin .....	LU 481	Manuel Valentin Servin .....	LU 20
Benito Mondragon .....	LU 27	Vernon Powell.....	LU 123	Frederick Michael Shepard.....	LU 1486
Jose Juan Montejano.....	LU 256	Bradley Thomas Powers.....	LU 1004	Scotty Milford Shepherd.....	LU 1185
Gustavo Enrique Mora .....	LU 718	Anthony Prejean.....	LU 936	Amrik Singh.....	LU 20
Dennis Michael Moran .....	LU 252	Darrell Ray Price.....	LU 1299	Jasbinder Singh.....	LU 19
James Edward Moughan.....	LU 90	Neal Sterling Price.....	LU 27	Randall Ray Smeigh.....	LU 252
Harry Dave Mowrey .....	LU 567	Joseph Michael Prihoda .....	LU 867	Larry Joe Smith .....	LU 47
Carl Edward Nelson, Jr.....	LU 2011	Carlos Christian Miller Q.....	LU 452	Russell Raymond Smith.....	LU 427
David Joseph Nickels.....	LU 27	Samuel David Quillen.....	LU 47	Jerry Reynolds Snapp.....	LU 109
Nicolas Andrea Nissiphorou.....	LU 20	Jose Alberto Ramos Roman.....	LU 159	Michael Guy Snyder .....	LU 252
Guy Robert Nolan .....	LU 1010	Julio Cesar Ramos.....	LU 1512	Robert George Sowulski.....	LU 1087
John Winslow Noser .....	LU 1094	Brian Leroy Reyna .....	LU 357	Thomas John Spalo.....	LU 27
Allan Joseph Nubile .....	LU 257	Judy Ann Rice .....	LU 1203	Arnold Raymond Spencer .....	LU 2011
Michael Glen Ogden .....	LU 567	Robert Milton Richardson.....	LU 277	Richard Scott Stoll.....	LU 831
Peter Ohman .....	LU 1486	Michael Dean Ritter .....	LU 169	David Allan Stochine.....	LU 7
Luzia Marlene Oliskovicz.....	LU 18	Jamie Rivera.....	LU 18	Daniel Thomas Strzelecki.....	LU 948
Tony Madrid Olmos .....	LU 636	Douglas Ray Robbins.....	LU 1136	Daniel Lawrence Sturm.....	LU 27
Agustin Ortiz.....	LU 19	Rodney Steven Roden.....	LU 365	James Francis Sullivan.....	LU 43
Richard Lewis Ortiz.....	LU 79	Guadalupe Rodriguez, Jr.....	LU 52	Jeffrey Paul Sullivan.....	LU 1280
Guy Andrew Ouellette .....	LU 1887	Robert Steven Rodriguez.....	LU 27	James Ray Swanson .....	LU 607
Kirt Wayne Pace .....	LU 52	Paul Blake Rosa.....	LU 178	Marco Mario Talin, Sr.....	LU 1719
Miguel Angel Padron.....	LU 365	Paul Blake Rosa.....	LU 178	Jerry Tate.....	LU 848
Rafael Pagan .....	LU 1456	Byard Eugene Ross .....	LU 2012	Zane Douglas Thorngren.....	LU 1140
Jay Peter Page .....	LU 73	Jose Luis Ruiz .....	LU 636	Todd James Tilleskjoer .....	LU 386
David Marvin Parada.....	LU 333	James Ray Rutherford, Jr. ....	LU 27	Paul James Toft .....	LU 884
Robert Charles Paull, Jr.....	LU 357	Bogdan Rzepoluch.....	LU 8A-28A	Joseph Gerald Torroni .....	LU 277
Henry Doyle Payne .....	LU 57	Luis Domingo Sanchez .....	LU 1087	Gerald Dewitt Tower, Jr.....	LU 2352
Don Berger Pedersen .....	LU 1964	Borivoj Sangulin .....	LU 20	Timothy John Tralies.....	LU 252
Vicente Perez .....	LU 636	Thomas Sarantos .....	LU 765	Aaron Tucker, Jr.....	LU 707
Huong Thai Pham.....	LU 550	John Jamie Schaefer.....	LU 156	Joseph Tulini, III.....	LU 1010
Pasquale Pirolo .....	LU 6	Timothy Gerard Schwab.....	LU 770	John David Vanmeter .....	LU 1165
Michael Robert Podolek .....	LU 694	Ross Mitsuo Segawa .....	LU 1791	Jose Manuel Vargas.....	LU 1136

Name	LU #
<b>Fernando Emilio Vasquez</b> .....	<b>LU 1976</b>
<b>Joe Benson Vetter</b> .....	<b>LU 1136</b>
<b>Leopoldo Vizcarra</b> .....	<b>LU 159</b>
<b>Kurt James Volk</b> .....	<b>LU 1009</b>
<b>Fred Richard Vondrak</b> .....	<b>LU 830</b>
<b>Michael Francis Votta</b> .....	<b>LU 481</b>
<b>William Anthony Waller</b> .....	<b>LU 1595</b>
<b>Brian Walsh</b> .....	<b>LU 1087</b>
<b>Randall Scott Walz</b> .....	<b>LU 386</b>
<b>Tina Denise Ward</b> .....	<b>LU 32</b>
<b>Randall Elton Warren</b> .....	<b>LU 300</b>
<b>Randall Stephen Weatherford</b> .....	<b>LU 1846</b>
<b>Timothy Joseph Webber</b> .....	<b>LU 1010</b>
<b>Mark Wayne Weber</b> .....	<b>LU 181</b>
<b>Barbara S Weinmann</b> .....	<b>LU 487</b>
<b>David Lee Wells</b> .....	<b>LU 1621</b>
<b>Joseph John Widmer</b> .....	<b>LU 1009</b>
<b>James Edward Williams</b> .....	<b>LU 1176</b>
<b>William Preston Willis</b> .....	<b>LU 47</b>
<b>Jeffery Harold Wilson</b> .....	<b>LU 1468</b>
<b>Kelly Dee Winegarden</b> .....	<b>LU 118</b>
<b>Elizabeth Ann Woodrich</b> .....	<b>LU 1165</b>
<b>Robert Edgar Wright</b> .....	<b>LU 1331</b>
<b>Bradley Gene Yarbrough</b> .....	<b>LU 500</b>
<b>John Robert York</b> .....	<b>LU 740</b>
<b>John Steven Yundt</b> .....	<b>LU 27</b>
<b>Mark Stephen Zak</b> .....	<b>LU 867</b>
<b>Santos Alfredo Zapata</b> .....	<b>LU 368</b>
<b>Donald Allen Zednik</b> .....	<b>LU 181</b>
<b>Rodolfo Zevallos</b> .....	<b>LU 19</b>



# MEMBERS IN ACTION

## DISTRICT COUNCIL 1M | MICHIGAN

### MITA 2022

In 2022, staff from District Council 1M attended the Michigan Infrastructure Transportation Conference. They educated participants on the industrial paint industry and gave them an opportunity to experience what this work is like via the SimSpray virtual reality program.



L to R: DC 1M Representatives Josh Ovalle, Dave Saaristo, and Fred Frederickson.

## DISTRICT COUNCIL 7 | WISCONSIN, MICHIGAN

### DC 7 HOSTS CONNECTING TO BUILD EVENT

On March 7, 2023, during Women in Construction (WIC) Week, District Council 7 hosted the Connecting to Build event at its training center in Big Bend, Wisconsin. With over 145 people in attendance, this event gave women from all walks of construction the ability to network and listen to real issues happening all around us.

AFL-CIO President Liz Shuler spoke to attendees remotely about imposter syndrome, which affects many women in the construction industry. Those impacted may have feelings of inadequacy and not belonging. They may doubt their intellect, skills, and ability and may feel that they are undeserving of their achievements.

This is the second year that DC 7 has hosted the event, and they hope to continue the tradition well into the future.



DC 7 members at the 2023 WIC Connecting to Build event. L to R: Communications Director Jenni Neduzak, Jessica Anders (LU 579), Mollie Spangler (LU 781), Tiffany Marshall (LU 781), Heidi Jutrzonka (LU 781), Arianna Jackson (LU 781), and Jac Weitzel (LU 802).



AFL-CIO President Liz Schuler



# IN MEMORIAM

OCTOBER 1 - DECEMBER 31, 2022

Local	First	Last	Amount
3	Patrick	Ribeira	\$3,000.00
6	Derek	Cronk	\$13,000.00
10	Kenneth	Rheel	\$3,000.00
12	Gary	Douglas	\$3,000.00
12	Raymond	Hess	\$3,000.00
12	Sergio	Lomeli	\$3,000.00
12	Howard	Mason	\$3,000.00
43	Kiona	Welch	\$3,000.00
52	Ramon	Angel Jr.	\$3,000.00
53	Ralph	Vannoy Sr.	\$3,000.00
57	Calvin	Talley	\$3,000.00
61	Howard	Schilling	\$3,000.00
90	Ronald	King	\$3,000.00
93	Glen	Daugherty	\$3,000.00
112	Rodney	Thomas	\$3,000.00
123	Thomas	White	\$3,000.00
130	Carlos	Marin	\$3,000.00
130	Elfert	Robicheaux	\$3,000.00
138	Dave	Indyk	\$3,000.00
138	Mario	Pavan	\$3,000.00
147	Joseph	Czerwinski	\$3,000.00
147	Rene	Martinez	\$13,000.00
154	Ronald	Hecht	\$3,000.00
156	Darrel	Walker Jr.	\$3,000.00
159	Chad	Charlesworth	\$3,000.00
169	Steve	Seaton	\$3,000.00
177	Frank	Hoehn	\$3,000.00
188	David	Berg	\$3,000.00
201	Tomas	Poventud	\$3,000.00
201	Steven	Romanowski	\$3,000.00
226	Fred	Brown	\$3,000.00
252	Christopher	Gromilovitz	\$3,000.00
252	Thomas	Timlin Jr.	\$3,000.00
252	Stephen	Youngblood	\$13,000.00
300	Tre'Shawn	Jackson	\$3,000.00
357	Terry Lee	Harmon	\$3,000.00
386	Toribio	Bosquez	\$3,000.00
386	Donald	Davidson	\$3,000.00
386	Dean	Hastings	\$3,000.00
427	Gerald	Brinkley	\$3,000.00
427	Jason	Payne	\$3,000.00
460	James	Wilkerson	\$3,000.00
505	Keith	Herron	\$3,000.00
507	David	Cotta	\$3,000.00
510	Edward	Nichols	\$3,000.00

Local	First	Last	Amount
521	Joseph	Wascow	\$3,000.00
558	Samuel	Skelton	\$3,000.00
607	Ronald	Clark	\$3,000.00
660	William	Lieder	\$3,000.00
694	Pierre	Abry	\$3,000.00
707	Jerry	Gilpen	\$3,000.00
707	Stanley	Guzik Sr.	\$3,000.00
751	Alan	Braden	\$3,000.00
751	Glenn	Kraynie	\$3,000.00
756	Rodney	Henke	\$3,000.00
807	Kenneth	Koch	\$3,000.00
820	Edward	Potts	\$3,000.00
823	Jose	Romero	\$3,000.00
831	Jose	Galvan	\$3,000.00
831	Chris	Gardner	\$3,000.00
831	Victor	Ibarra	\$3,000.00
880	Roger	Pickering	\$3,000.00
913	Robert	Pinkerton	\$3,000.00
930	Eugene	Bruno	\$3,000.00
963	Jody	Ward	\$3,000.00
1020	Terry	Crider	\$3,000.00
1036	Milton	Velis Jr.	\$13,000.00
1044	Rocco	Larffarello	\$3,000.00
1047	Jose	Alvarez	\$3,000.00
1052	Joshua	Daly	\$3,000.00
1072	Trenton	Baumgard	\$3,000.00
1087	Joseph	Kellar	\$3,000.00
1165	Ivan	Hoalt	\$3,000.00
1165	Jerome	Janowski	\$3,000.00
1168	Stephen	Chapman	\$3,000.00
1175	Oscar	Martinez	\$3,000.00
1185	Marvin	Haden	\$3,000.00
1185	Larry	Shaw	\$3,000.00
1204	Thomas	Hudson	\$3,000.00
1236	Mark	Braun	\$3,000.00
1236	Scott	Olsen	\$3,000.00
1237	Lucas	Kontes	\$3,000.00
1237	Edwin	Robinson	\$3,000.00
1247	Herman	Levine	\$3,000.00
1293	Dennis	Richardson	\$3,000.00
1324	Todd	Peterson	\$3,000.00
1331	Michael	Mancini	\$3,000.00
1332	Abraham L.	Allen Sr.	\$3,000.00
1399	Thomas	DeVincenzi	\$3,000.00
1399	Robert	Riddle	\$3,000.00

# IN MEMORIAM

OCTOBER 1 - DECEMBER 31, 2022

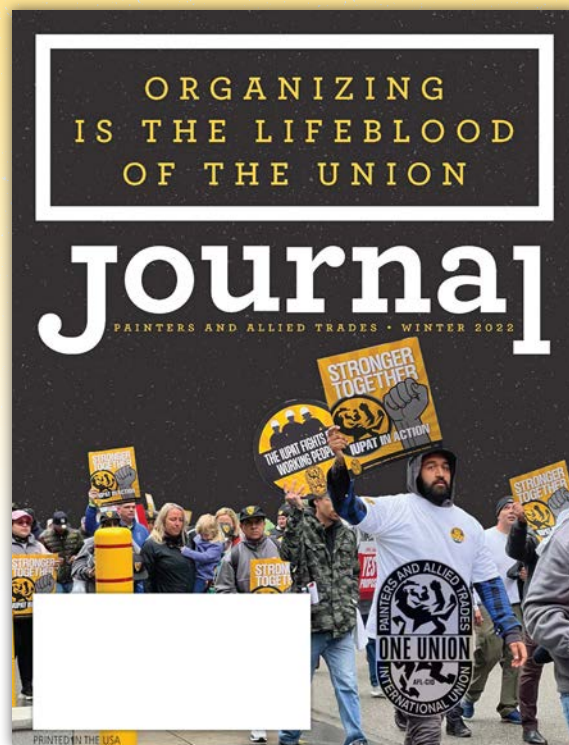
Local	First	Last	Amount
1399	Charles	Stevens	\$3,000.00
1486	Herbert	Matz	\$3,000.00
1494	Robert	Campbell	\$3,000.00
1590	Linden	Indoe	\$3,000.00
1621	William J.	Brown	\$3,000.00
1671	Don	Hayes	\$3,000.00
1819	Guenther	Huehmann	\$3,000.00
1891	Dusan	Bogdanic	\$3,000.00
1891	Salvatore	Carnabuci	\$3,000.00
1891	Delroy	Reid	\$3,000.00
1955	Kenneth	Dreisbach	\$3,000.00
1955	Ivory	Sykes	\$3,000.00
1969	Frank	Vetter	\$3,000.00
2011	Ante	Grbas	\$3,000.00
2011	Dimitrios	Kotopoulos	\$3,000.00
2011	Carl	Perri	\$3,000.00
2012	Joseph	Colbert	\$3,000.00
2012	Scott	Kuchenbecker	\$3,000.00
2012	Ronald	Wolfe	\$3,000.00
2014	Lyle	Schiefelbein	\$3,000.00
2341	Randy	Summers	\$3,000.00

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