



PAINTERS AND ALLIED TRADES • WINTER 2024

# JOURNAL



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# A MESSAGE FROM GENERAL PRESIDENT JIMMY WILLIAMS JR.

GVP Paul Canning

GP Jimmy Williams Jr.

IUPAT leadership with DC 57 members in Pittsburgh during a GOTV bus tour in October 2024.

## ACTIVE MEMBERS ENHANCE OUR UNION

Happy New Year, sisters, brothers, and siblings. I hope you all had a good holiday season and took the time to enjoy what truly matters in life—family, friends, and loved ones. Being connected and helping one another is one of our union's biggest strengths and most important aspects. Our union's strength comes from every individual member standing together. If you—yes, you, the person reading this right now—don't get involved, then who will? We can't do anything—win stronger contracts, fight misclassification, and grow our union—without an active and involved membership.

I know exactly what being an active member feels like because I was one. I started my career as a glazier in 1998, but I first learned about the union as a kid growing up. I'm a fourth-generation member of the IUPAT, and the importance of our union was kitchen table stuff. It was ingrained in my childhood how important the union movement was to our family—any time we'd have dinner together, we'd always thank the union for the food on our table and the great standard of living we had.

We also fell on hard times, and I saw firsthand how the union meant so much more than just good wages and benefits. I was 7 or 8 years old the first time I was on a picket line, and I saw just how important togetherness and collective action was and how much the solidarity and camaraderie of our union meant to members—and not just during the good times, but especially when times were tough. I believe every member

of our union needs to see and experience these important relationships for themselves. Our union is not just a vehicle for safety at work, good pay, health benefits, and a pension. It's a community and a family that sticks together and fights for one another.

Over the coming months, you'll have the opportunity to attend union meetings, get involved with our charitable work, or lend a helping hand to a union sibling on a job site. It's easy to think, "I can just go to the next meeting," or "I'll help out next time," but we can't keep putting this stuff off. We need to unite as one and get active now.

**One Union. One Family. One Fight.**





# MENSAJE DEL PRESIDENTE GENERAL, JIMMY WILLIAMS JR.

GVP Paul Canning

GP Jimmy Williams Jr.

La directiva del IUPAT con miembros de DC 57 en Pittsburgh durante una gira de GOTV en autobús en octubre de 2024.

## LOS MIEMBROS ACTIVOS MEJORAN NUESTRO SINDICATO

Feliz Año Nuevo, hermanas y hermanos. Espero que todos hayan tenido unas lindas fiestas y se hayan tomado el tiempo para disfrutar de lo que de verdad importa en la vida: la familia, los amigos y los seres queridos. Estar conectados y ayudarnos unos a otros es una de las mayores fortalezas de nuestro sindicato y uno de sus aspectos más importantes. La fortaleza de nuestro sindicato proviene de la unión de cada uno de sus miembros. Si usted, sí, usted, la persona que está leyendo esto ahora mismo, no se involucra, ¿quién lo hará? Sin miembros activos e involucrados, no podemos hacer nada: ganar contratos más sólidos, luchar contra la clasificación errónea y hacer crecer nuestro sindicato.

Sé exactamente lo que se siente ser un miembro activo porque yo lo fui. Empecé mi carrera como cristalero en 1998, pero conocí el sindicato cuando era niño. Soy miembro de la cuarta generación del IUPAT, y la importancia de nuestro sindicato era un tema diario. La importancia del movimiento sindical para nuestra familia estaba muy arraigada en mi infancia: cada vez que cenábamos juntos, agradecíamos al sindicato la comida que teníamos en la mesa y el gran nivel de vida que teníamos.

También pasamos por tiempos difíciles y vi en primera persona que el sindicato significaba mucho más que buenos salarios y beneficios. Tenía 7 u 8 años la primera vez que estuve en un piquete, y vi lo importantes que eran la unión y la acción colectiva y lo mucho que significaban para los miembros la solidaridad y la camaradería de nuestro sindicato, y no solo en los buenos tiempos, sino especialmente en los tiempos difíciles.

Creo que todos los miembros de nuestro sindicato necesitan ver y experimentar por sí mismos estas relaciones importantes. Nuestro sindicato no es solo un vehículo para la seguridad en el trabajo, un buen salario, beneficios de salud y una pensión. Es una comunidad y una familia que se mantiene unida y lucha por los demás.

En los próximos meses, tendrá la oportunidad de asistir a las reuniones del sindicato, participar en nuestras obras de caridad o echar una mano a un hermano del sindicato en un lugar de trabajo. Es fácil pensar: "Puedo ir a la próxima reunión" o "Ayudaré la próxima vez", pero no podemos seguir postergando estas cosas. Tenemos que unirnos y ponernos en marcha ya.

**Un sindicato. Una familia. Una lucha.**



# A REPORT

## FROM GENERAL SECRETARY-TREASURER GREGG SMITH

### STRENGTH IN NUMBERS: WHY MEMBER ENGAGEMENT MATTERS

The strength of the IUPAT isn't just in the leadership—it's in you. Staff play an important role in ensuring our union is strong and effective. Their job is to help us build a better future and keep everything running smoothly. However, at the end of the day, the real power comes from the members—the people who show up and get involved. If our union is going to succeed, it's up to all of us. The more we engage, the stronger we become. Our power as IUPAT members lies in what we do together. Our collective effort will help us overcome the challenges we face today and build the future we want.

In 2024, we welcomed nearly 13,000 new members who had never been a part of our union before. We owe it to ourselves to engage with these new members and help get them involved in the day-to-day affairs of our union.

Nearly 138 years ago, our union was founded by workers just like you and me who didn't have a choice but to get involved. Today, it might seem like engagement is optional, but trust me, it's just as important now as ever. Here's the thing—if you want to get something out of your union, you have to put something in. Whether it's showing up to

local meetings or taking safety courses, your involvement matters. Attending meetings allows you to have a say and ensure your voice is heard. It's not just about showing up; it's about making a real difference. Taking safety courses isn't just something we do to tick a box—it makes us safer on the job and sets us apart from non-union workers. When we invest in ourselves, we all benefit.

Member engagement is crucial, and that's why it's the focus of this *Journal*. We're all in it together. There's nothing more important to the success of the IUPAT than your involvement. Whether you agree or disagree with everything about our union, showing up and getting involved strengthens us. Our union needs a healthy culture of debate and discussion on issues that matter.

So, here's my challenge to you: let's make these next five years a time we can look back on and be proud of—a time we'll tell our kids and grandkids about. It won't always be easy, but trust me, it will be worth it. I'm all in—sweat, blood, and tears—and I'm asking you to join me in this fight to build a stronger future for all of us.

IUPAT leadership with the delegates of District Council 58 (Illinois, Missouri, Kentucky, Tennessee) at the IUPAT's 33rd General Convention in August 2024.

Front row (L to R): GST Gregg Smith, DC 58 BM/ST Carl Farrell, GVP Charlie Meadows.



# CASH & INVESTMENTS

	BALANCE AT 1/1/2024	ACTIVITY INCREASE (DECREASE)	BALANCE AT 9/30/2024
<b>OPERATING FUNDS</b>			
General Fund	42,184,767	1,081,266	43,266,034
Organizing Fund	2,357,295	249,837	2,607,131
Building Corp	3,549,567	(988)	3,548,578
<b>Total Operating Funds</b>	<b>\$ 48,091,629</b>	<b>\$ 1,330,115</b>	<b>\$ 49,421,743</b>
<b>OTHER FUNDS</b>			
AD&D	412,799	68,418	481,218
Death Benefit	31,565,739	3,705,069	35,270,809
Convention	6,076,664	(123,070)	5,953,593
Issues Campaigns	220,778	(120,660)	100,118
FIDR Fund	1,075,882	(297,055)	778,828
<b>Total Other Funds</b>	<b>\$ 39,351,862</b>	<b>\$ 3,232,702</b>	<b>\$ 42,584,566</b>
<b>Total IUPAT Cash &amp; Investments:</b>	<b>\$ 87,443,491</b>	<b>\$ 4,562,817</b>	<b>\$ 92,006,309</b>



# WE ARE UNION STRONG

# INFORME

## DEL SECRETARIO GENERAL Y TESORERO GREGG SMITH

### LA FORTALEZA EN NÚMEROS: POR QUÉ ES IMPORTANTE LA PARTICIPACIÓN DE LOS MIEMBROS

La fortaleza del IUPAT no está solamente en el liderazgo, está en usted. El personal tiene un rol importante para garantizar que nuestro sindicato sea fuerte y eficaz. Su trabajo consiste en ayudarnos a construir un futuro mejor y a que todo funcione correctamente. Sin embargo, a fin de cuentas, el verdadero poder viene de los miembros, de la gente que participa y se involucra. El éxito de nuestro sindicato depende de todos nosotros. Cuanto más nos comprometamos, más fuertes seremos. Nuestro poder como miembros del IUPAT reside en lo que hacemos juntos. Nuestro esfuerzo colectivo nos ayudará a superar los desafíos a los que nos enfrentamos hoy y a construir el futuro que queremos.

En 2024, sumamos a casi 13 000 nuevos miembros que nunca antes habían formado parte de nuestro sindicato. Nos debemos a nosotros mismos comprometernos con estos nuevos miembros y ayudarles a participar en los asuntos diarios de nuestro sindicato.

Hace casi 138 años, los trabajadores como usted y como yo, que no tuvieron otra opción que involucrarse, fundaron nuestro sindicato. Hoy en día, puede parecer que el compromiso es opcional, pero créame, es tan importante ahora como siempre. Esta es la cuestión, si quiere conseguir algo de su sindicato, tiene que poner algo de su parte. Ya sea asistiendo a las reuniones locales o participando en

cursos de seguridad, su participación es importante. Asistir a las reuniones le permite opinar y asegurarse de que se escuche su voz. No se trata solo de asistir, sino de marcar una verdadera diferencia. Hacer cursos de seguridad no es solo algo que hacemos para marcar un casillero: nos hace más seguros en el trabajo y nos distingue de los trabajadores no sindicalizados. Cuando invertimos en nosotros mismos, todos nos beneficiamos.

El compromiso de los miembros es esencial, y por eso es el tema central de esta Revista. Estamos todos juntos en esto. No hay nada más importante para el éxito del IUPAT que su participación. Tanto si está de acuerdo con todo lo referente a nuestro sindicato como si no lo está, presentarse y participar nos hace más fuertes. Nuestro sindicato necesita una cultura sana de debate y análisis sobre los temas que importan.

Este es mi desafío para ustedes: hagamos de los próximos cinco años una época que podamos recordar y de la que nos sintamos orgullosos, de la que podamos hablar a nuestros hijos y nietos. No siempre será fácil, pero créame, valdrá la pena. Estoy completamente comprometido (con sangre, sudor y lágrimas), y les pido que me acompañen en esta lucha por construir un futuro más fuerte para todos nosotros.

Liderazgo del IUPAT con los delegados del Consejo de Distrito 58 (Illinois, Missouri, Kentucky, Tennessee) en la 33.ª Convención General del IUPAT en agosto de 2024.



Primera fila (L to R): GST Gregg Smith, DC 58 BM/ST Carl Farrell, GVP Charlie Meadows.





# IUPAT VIP PLAN

## Voluntary Income Protection

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# GOVERNMENT AFFAIRS UPDATE

General Vice President for Government Affairs Liz McElroy

## A LOOK AHEAD

With the 2024 Elections now behind us, the focus of 2025 in the U.S. will be on utilizing policy and legislation at the federal, state, and local levels to continue to support organizing and growing the IUPAT. While I know some of you didn't agree with every endorsement of the IUPAT for the November election, I know we are all united in wanting to ensure our members and contractors continue to thrive.

## WHAT TO EXPECT IN 2025

### Trump Administration

As I write this, President Trump has announced most of his picks for senior cabinet positions, and some have already been confirmed. While there are a few people the IUPAT has relationships with on the list, it's clear that the overall pro-worker positions of the Biden-Harris administration are not likely to carry forward to President Trump's cabinet.

Trump has also formed a new Department of Government Efficiency led by Elon Musk, which seeks to find massive savings within the Federal Government. While I'm sure we all agree that some efficiencies could likely be found, the proposals so far floated have indicated they are looking at massive cuts through executive action, which could mean the elimination of, or severe reduction to, programs that our families and communities rely on including those in areas of housing assistance, public education, veterans health care, domestic violence programs, and more.

### Congress

Republicans held onto a slim majority in the House of Representatives and many pro-labor elected officials from both parties will return in 2025. The Senate has switched control from Democrats to Republicans. As always, we will work to build relationships with any elected official, regardless of party, who will work with us on the issues we are most concerned about: the right to organize, dedicated infrastructure investments, the fight against wage theft and misclassification, protecting prevailing wage, and supporting registered apprenticeship programs.

We have already seen that the dynamic has shifted with a bill to reinstate Industry Recognized Apprenticeship Programs (IRAPs)—without an exemption for the construction industry—being introduced. During the first Trump

administration, IUPAT and other building trades unions came together to push back against these attempts to undermine and undercut our registered apprenticeship programs. It's unclear if the next Congress will move forward with a bill or if there will be a similar attempt through rulemaking at the Department of Labor.



The U.S. Elections were a big national and international focus in 2024. In 2025, that attention will move to Canada where our brothers, sisters and siblings are scheduled to head to the polls for a General Election later this year. As of this writing, however, things are more in flux than settled in terms of the elections, when they will happen, and who will stand. In early January, Prime Minister Justin Trudeau announced his intent to resign from his position as Prime Minister once his party had chosen a new leader. As a result, Parliament has been suspended until that election happens in early March. By law, the General Election must happen no later than October 2025, but due to all of the changes and polls indicating a vast majority of Canadians want it sooner, it may be moved up in the year. Additionally, Ontario Premier Doug Ford called for a snap election in late February for Ontario, the most populous province in Canada. This seems to be in direct response to President Trump's re-election and his talk specifically about trade and tariffs with Canada. Regardless of who is in power or when elections happen, the priorities of the IUPAT don't change, and our mission remains the same to ensure that all candidates and elected officials are educated on and asked to support the issues that matter most to IUPAT members.



## Project 2025 Agenda

As a candidate, Trump distanced himself from the Project 2025 agenda despite close ties to many associated with it. As President, he has named a co-author of Project 2025, Russel Vought, as the person who will oversee the preparation of the federal budget.

There are hundreds of policy ideas within Project 2025, and many are likely to be considered by the new administration. Some of them include:

- Allowing state and local governments to seek waivers from federal labor laws like those establishing minimum wage, overtime, and the right to form and join unions.
- Changing the way overtime is calculated to allow employers to combine weeks to avoid the need for overtime or make changes allowing for paid time off instead of overtime pay.
- Calling on Congress to repeal prevailing wage legislation.

- Using administrative action to repeal the requirement for Project Labor Agreements—which set the terms and conditions of employment with unions—on most federal projects.
- Calls for the repeal of temporary protected status for immigrant workers from certain countries who are authorized to live and work in the United States—a move that would impact IUPAT members and employers nationwide.

## How We Win

We're at the beginning of a new Trump Administration, and it's not certain yet which policies will be advanced and which will be pushed aside. What is certain is that we need to come together as a union and make our voices heard on policies that impact us.

In the coming months, as legislation and policies are introduced, you may be asked to call, send a letter to, or visit your representatives to ask them to support you, your coworkers, and your union to make sure that the programs and services we have worked so hard to maintain are not wiped away.

# Being an **IUPAT** Member Has its Privileges

**Union Plus** makes everyday life more affordable with wireless savings, flower and gift savings, discounts at restaurants and on movie tickets and live events, and much more.

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**unionplus.org**



# CHANGES TO PAINTERS AND ALLIED TRADES JOURNAL

At the IUPAT's 33rd General Convention in August 2024, the delegates voted to move the *Painters and Allied Trades Journal* to a digital format effective 2025. Therefore, IUPAT will create and email four digital issues and mail one print edition of the publication annually.

Details about Resolution GEB No. 2 and Section 77 of the Constitution of the International Union of Painters and Allied Trades are as follows:

## RESOLUTION GEB NO. 2

WHEREAS, communicating with members about the status of IUPAT's various work and campaigns is essential; and WHEREAS, modern technology has changed dramatically so that print publications are now only a small part of how members get information; WHEREAS, an electronic version of the *Journal* will reduce costs, have a smaller environmental footprint, and arguably increase distribution and readership; and THEREFORE, BE IT RESOLVED that section 77 of the General Constitution shall be amended to read as follows:

**Sec. 77.** The General Secretary-Treasurer shall mail the "*Painters and Allied Trades Journal*" only to those members who have a correct mailing address on file with the International Union. These addresses shall be furnished by the Local Union Financial Secretary or by the member to the General Secretary-Treasurer and to the Business Manager/Secretary-Treasurer of the District Council. A print edition of the *Journal* shall be published and mailed according to this paragraph at least once per year. All other editions of the *Journal* shall be published in an electronic format and forwarded to each member's available email address on file.



Here are two ways to update your contact information and email address to ensure you receive the *Journal* electronically:

### METHOD 1:

Update your information via the Mobile Member Portal. Scan the QR code below using your phone's camera to learn how.



[IUPAT.org/for-members/mobile-member-portal](https://IUPAT.org/for-members/mobile-member-portal)

### METHOD 2:

Contact your District Council or Local Union to update your information. Scan the QR code below for a listing of District Councils.



[IUPAT.org/find-an-iupat-office](https://IUPAT.org/find-an-iupat-office)



# POLITICAL ACTION

DISTRICT COUNCIL 11 | CONNECTICUT, MASSACHUSETTS, RHODE ISLAND

## DC 11 WELCOMES LT. GOVERNOR SUSAN BYSIEWICZ!

In October 2024, Colorado Lt. Governor Susan Bysiewicz visited the District Council 11 training center in Middletown, Connecticut. She had important discussions about raising professional standards in our trades and tackling wage theft on construction sites across Connecticut.



L to R: DC 11 Director of Organizing John Lachapelle, DC 11 BM/ST Jason Werthman, Colorado Lt. Gov. Susan Bysiewicz, and DC 11 Business Representative Joe Fazzino.

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

## UNITING FOR COLORADO WORKERS

On November 19, 2024, workers from over 50 unions and organizations, including District Council 81 members, gathered at the Colorado state capitol to launch a powerful campaign advocating for worker freedom in Colorado.

Colorado Worker Rights United, a coalition of workers and labor activists, has joined a group of progressive lawmakers in advocating for the Worker Protection Act, which aims to expand worker rights in Colorado. Learn more at [ColoradoWorker.org](https://ColoradoWorker.org).



Source: Colorado Worker Rights United



To support the Worker Protection Act, please scan the QR code with your phone's camera.

# SERVICE UPDATE

General Vice President for Service Mark Komaromi

## EMBODYING OUR VALUES

With the presidential election behind us and our future uncertain, our union has a lot of important work to do. Besides the ongoing need to ensure our members are the best trained in our trades, we have to double down on our collective efforts to make sure those same members understand the values of the IUPAT—**One Union. One Family. One Fight.**

We need to come together to prepare for the potential battles ahead—from the possibility of project labor agreements (PLAs) being outlawed to attacks on Davis-Bacon wage standards and attacks on workers' rights in general. Quite simply, we can't bury our heads in the sand and continue with business as usual. We have to collectively rise and fight under the theme of '**One Union. One Family. One Fight.**' We must keep, defend, and improve our apprenticeship programs, market share, collective bargaining rights, and contract wins. This means all of us: rank-and-file members, elected officers, staff, and even our signatory contractors.

The Service Department is committed to getting even more involved with our District Councils—especially organizing and political efforts—to defend what we have and win more for our members. We plan to make our presence known and felt at rallies, pickets, local political meetings, and other important events to make sure that our hard-working membership continues to have work moving forward. Over the past year, we met with every District Council's service staff throughout North America. During those meetings, we emphasized the absolute need for all service representatives

to get out of their offices and speak directly to our members wherever they are. This means going to job sites, union meetings, apprenticeship classes, and even sometimes to members' homes to reach them. We are committed to meeting our members where they are and making sure they hear from us and feel proud that they are members of the IUPAT. This is imperative for the future of our union and for us to truly live our values—to become **One Union** and act as **One Family** to take on **One Fight**.

I recently visited the Mobile Launcher 2 (ML2) worksite in Cape Canaveral, Florida, where I met some great members from District Council 78 (Florida, Georgia) who heartily professed true pride in our union. Their work showcased what is so great about the IUPAT: members who are truly the best at what they do, working and thinking in lockstep, showing exactly what a union can and should be. Three of our signatory contractors are on site—Avalotis, PK Industries, and Metcon. The project manager for PK Industries could not say enough about how well the IUPAT team was performing, and I was also told that NASA was very pleased with the work our members were doing. This project, which is covered by a North America's Building Trade Unions (NABTU) agreement called the National Construction Agreement (NCA), has just begun. It will continue to ramp up with work continuing through mid-summer 2025, as well as increasing hours and opportunities for our members and signatories.



DC 78/Local Union 1010 (Orlando, Florida) industrial painters working at Kennedy Space Center on Bechtel's ML2 project for PK Industries.





General Vice President for Service Mark Komaromi visits with second-year industrial painting, glazing, and drywall finishing apprentices at DC 11.



I also had a chance to visit District Council 11 (Connecticut, Massachusetts, Rhode Island) to work with the Service department on protecting our jurisdiction. I spoke with several glazing and industrial painting apprentices about working conditions, being active union members, and focusing on our union's future. One second-year apprentice was working on a large bridge project, and he couldn't contain his excitement and pride regarding the PLA project he was on. He demonstrated a singular focus and positive attitude that all our members should aspire to. It was very motivating to see our apprentices learning and working together, and I hope they—and all of our members—continue to have one another's backs and uplift everyone.

Our members have also worked on other notable projects, including eight battery plants, five chip plants, several

LNG plants, and numerous semiconductor facilities. In 2024 alone, our members worked on more than 500 PLA projects, all of which called for the utilization of a unionized workforce, thus putting our members to work.

These examples are why we must unite to fight for more family-sustaining projects. A lot is unknown about the next four years, but regardless of what happens, our union must strengthen itself and take on any attacks that threaten our members and their work. At the risk of repeating myself, this must start with our representatives getting out of their offices and reaching out to our members on job sites, at union meetings, and at their homes. We must do whatever it takes to make us a stronger union so we can truly embody the theme of **'One Union. One Family. One Fight.'**

# GLAZING CRAFT COMMITTEE

## STRENGTHENING SKILLS & PARTNERSHIPS: THE VITAL BOND BETWEEN IUPAT & AGMT

The partnership between the International Union of Painters and Allied Trades (IUPAT) and organizations like the Architectural Glass and Metal Technician (AGMT) program are reshaping the future of craftsmanship. Together, we are elevating our union members' skills and ensuring that IUPAT remains synonymous with excellence within the finishing trades.

Recently, IUPAT District Council 7 in Big Bend, Wisconsin, spearheaded an ambitious project to enhance access to AGMT certification across the United States and Canada. This initiative goes beyond simply support—it's about building a workforce that contractors can trust to deliver world-class results with safety and precision.

### Building Rigs, Building Excellence

The project brought together multiple District Councils from both nations, where coordinators and instructors collaborated to construct 75 test rigs for hands-on skills assessments. These rigs simulate real-world scenarios, featuring components like curtain walls, storefronts, doors, frames, glazing units, caulking applications, and other mockups essential for AGMT certification.

By creating these permanent rigs, IUPAT is revolutionizing testing accessibility. Instead of relying on mobile rigs that require extensive shipping, setup, and teardown logistics, these new facilities allow for frequent, smaller-scale certification events hosted directly at IUPAT locations. This shift reduces operational headaches while also ensuring that testing is available more consistently to union members.

### Meeting Industry Needs

The rigs aren't just about testing—they're about transforming the industry. For union members, these certifications validate their expertise, giving them a competitive edge. For contractors, the benefits are clear: a safer, highly skilled workforce that delivers superior craftsmanship, reduces costly callbacks and prevents issues like leaks.

This effort stems from a deep understanding of the needs of both workers and contractors. By fostering stronger relationships with partners like AGMT, IUPAT is ensuring its members stay ahead in their careers while helping contractors build infrastructure that stands the test of time.

### A Collective Commitment

Since August, IUPAT staff have devoted countless hours to building these test rigs, demonstrating the union's unwavering commitment to its members. This collaborative effort reflects the shared vision between IUPAT and AGMT: a future where union members excel in their trades and contractors benefit from unmatched professionalism and reliability.

This partnership is more than a collaborative initiative—it's an investment in the legacy of craftsmanship, ensuring that IUPAT members continue to shape the industry with skill, safety, and pride.



L to R: Joe McGee (DC 21 retired Glazing Instructor), Brian Hagberg (DC 82 Coordinator for Glaziers and Glassworkers), Brian Noustens (DC 10 Training Coordinator), and Jordan Blatter (DC 7 Glazing Instructor).



Brian Noustens  
(DC 10 Training  
Coordinator).



Matt Fox  
(iFTI Glazing  
Specialist).



L to R: Joe McGee (DC 21 retired Glazing Instructor), Josh Osterhaut (DC 4 Coordinator of Apprenticeship and Training).



# ORGANIZING UPDATE

General Vice President for Organizing Shane Smith

## ORGANIZING FOR OUR FUTURE

2024 was a huge year for the IUPAT and for the Organizing department. We signed 145 new contractors, adding 683 members to our ranks and putting 260 existing members to work. This is a testament to the work ethic and dedication of our organizers.

We organized these shops in many different ways—we convinced non-union contractors to sign by showcasing and marketing our members' skills and training, we won union elections at the National Labor Relations Board (NLRB) and added new members in District Council 53 (West Virginia, Maryland, Ohio, Kentucky, Virginia) through two representational elections, and we organized 40 companies through card check certifications in District Council 46 (Ontario, Canada). Other contractors were signed, thanks to the work that our organizers around the country do day in and day out to hold non-union contractors accountable.

As many of us know, our industry is rife with contractors who consistently break laws and exploit workers, including ignoring the Fair Labor Standards Act (FLSA), which requires employers to pay hourly employees time and a half after they work 40 hours in one week. District Council 36 has collected more than \$7 million in fines and back wages in Phoenix, Arizona, by taking on law-breaking contractors who lower standards in our trades. This work is important—it shows workers that they don't need to accept low (and illegal) standards on the job and gives us a better chance to market our membership to non-union contractors because we hold contractors that lower standards accountable.

Federal and state laws play a big part in these wins: The NLRB oversees elections that allow workers to choose to join

unions, even if their employer is opposed. The Department of Labor (DoL) Wage and Hour Division enforces the FLSA and Davis-Bacon Act, which allows our members to make family-sustaining wages through prevailing wage. They also investigate whether a worker is really an independent contractor and deal with misclassification, which we all know is a huge problem in our industry.

Over the last four years, these agencies have been fair and just in their decisions, and they also created policies that gave us leverage to grow our union. The effectiveness of the NLRB and DoL is tied to who is in the White House, as they can appoint members from their party or ideology to oversee these agencies. We have two cases coming up that will give us insight into how union-friendly the incoming administration will be—District Council 77 in Atlanta and District Council 53 in Statesville were both issued bargaining orders with Labcorp based on violations of the NLRB. Regardless of what happens with these cases or the NLRB and DoL, our union will continue organizing members.

Our goal for 2025 is to gain 2,000 new members through organizing, keeping us on course to meet our General Convention goal of gaining 10,000 members by our next Convention. We are going to work to organize residential markets to combat worker misclassification and to get some leverage in negotiating on the commercial side. We are also planning to organize our work on the manufacturing side, like fabrication shops in the glazing industry and paint and blast yards in the industrial coatings industry. The Organizing department will continue to be flexible, adaptable, and hard-working to protect workers and grow our union.



# IUPAT HELPING HAND

Helping Hand Director Chris Scheiblein

During the IUPAT's 33rd General Convention, I invited our brother, Mike Kirlin, a drywall finisher from District Council 21/Local Union 1955 (Philadelphia, Pennsylvania), to speak. Mike is a dear friend of mine and a perfect case of what happens when a member hits rock bottom, but he knows what resources are available to him and has the support of his coworkers, as well as District Council 21 leadership. Mike is a great example of what is attainable for any member who may be struggling with substance use disorder and a mental

health concern and seeks the necessary help. He shared his personal story of despair and his awakening to a new way of life. You can find an overview of his speech below.



Chris Scheiblein

## DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

### Mike Kirlin | District Council 21/Local Union 1955

"My name is Mike Kirlin, and 12-and-a-half years ago, I was homeless, I was hopeless, I was jobless, and I wanted to die; but because of my union caring about me—and people like me—I was able to get help." After a quick joke about choosing a "better career path" by becoming a drywall finisher instead of a union glazier like other members of his family, he added, "I'm a drug addict and an alcoholic. My sobriety date is March 13, 2012. I was down and out a lot of times."

Kirlin talked about the struggle to find himself, fit in, and be "cool" at school. He said when he was younger, his drinking was "fun," but at some point, it felt like it switched over and became a job. He said that while his first drink when he was in the 8th grade made him sick, it also made him feel funny and more accepted. He told the delegates, "I chased that feeling [of being someone else] for a long time; I lived a double life forever." He talked about getting lost in his addiction and never wanting to become sober for himself but for those he loved.

Kirlin said that a prescription for Percocet after an injury led to other opiates/opioids like OxyContin. Over time, he lost his job, ran out of money, and no longer had a place to stay. "Needless to say, it put me on my knees," said Kirlin. He said his addiction progressed to heroin. He felt trapped in a cycle with no one to talk to and said he would have been okay not waking up. Every night, he went to bed and told himself tomorrow would be different. While he tried his best to turn things around following the birth of his daughter, he continued to struggle. He recalled a conversation when his then 12-year-old daughter questioned why he was only eight years clean even though she was 12.

Brother Kirlin shared what "normal" looked like in those difficult days—frequent overdoses, waking up in the hospital, and a bank account his mother had for his funeral expenses. "The last time the Narcan didn't work, they had to use the machine to bring me back. I had two heartbeats a minute, and they brought me back, and I'm standing here today," said Kirlin to an attentive and supportive audience of union siblings.

In time, he contacted the EAP [Employee Assistance Program] for his union, who helped get him into treatment. "From that day, I was finally grateful to be alive, and I was going to change. I didn't want to live like that anymore. I didn't want to be a disappointment. I didn't want to look at my mom's face and see her disappointment."

Brother Kirlin spoke about his early days in recovery: "This time was different. I was willing to do whatever I had to do to stay sober." He said he had no clue how to live and talked to everyone he was told to talk to, got sponsors, and went to daily meetings. "For the first time in my life, I just shut my mouth and did whatever someone suggested. Slowly, the time started to add up. I had 30 days—when I could never even get to one day—then I had 60, then I had 90, and six months. I ended up getting back all the things I thought I would never get back.



Mike Kirlin



I got married in recovery; I had two more kids in recovery; I bought a house again. I fixed my past,” said Kirlin.

Kirlin talked about recovery and recalled his final court case from a past arrest in which the judge thanked him for being sober. He added, “I could sit here for an hour and tell you all the good things that have happened to me since I’ve been sober. What truly makes me happy—besides my family—is helping someone. I know that feeling when they talk to me and tell me they can’t stop. I’ve been there. I’ve personally helped six tapers who all have over a year of sobriety. It’s not me, believe me—it’s God and the people that taught me. I just tell them what I was told. I’m a father now, a husband, and a brother. I’m far from perfect and still struggle and mess up every day, but I know what to do now—I call someone and explain what’s going on. It’s been so long since I thought about a drink or a drug.

Kirlin talked about the support received from his District Council and how, over time, he was able to work again, become a delegate, join the e-board, and become a part-time instructor. “A couple of years later, I’m standing here with my family at Disney—the sky is the limit,” said Kirlin to his fellow delegates.

In closing, Kirlin held up a picture of a friend and a fellow drywall finisher who passed away six weeks before and said, “This disease is no joke; it’s one bad decision.” He then thanked General President Jimmy Williams Jr., DC 21 BM/ST Bernie Snyder, Chris Fiegel, Matt Cortez, Frank Faiella, and Erin O’Brien-Hofmann, adding, “Without these people, I would not be standing here; they’ve supported me from day one. I wouldn’t be here without my family, either. My kids and wife are over there. I appreciate you. Thank you for letting me share.”

## IUPAT HELPING HAND

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

Scan the QR code below to learn more or visit [IUPATHelpingHand.com](https://IUPATHelpingHand.com).



## THE INTERNATIONAL FINISHING TRADES INSTITUTE

### Elections Bring Change, but Our Work Continues

Elections have consequences, and with every election comes change. Whether it's a shift in policy direction or staff changes, these transitions can significantly impact organizations like the International Union of Painters and Allied Trades (IUPAT) and the International Finishing Trades Institute (IFTI). Following the 2024 elections, we anticipate sweeping policy changes that could affect apprenticeship programs, funding, and labor regulations.

While we can't predict all the changes ahead, we can make educated guesses based on President Trump's last term in office, recent campaign promises, and the new leaders, staff, and appointees he is putting in place. Issues such as Industry Recognized Apprenticeship Programs (IRAPs) will likely resurface, along with potential reductions in funding for apprenticeship programs and the Department of Labor. These changes could lead to decreased registered apprenticeship enrollments and funding challenges for some programs.

However, the IUPAT-sponsored registered apprenticeship programs will remain strong. Our local and international programs are essentially "self-funded" through hourly contributions from our working members. Even if government investment in apprenticeships diminishes, we will continue to thrive. Our funds are overseen by jointly operated labor-management boards of trustees, who have taken steps to ensure the continuity of training for years to come by making smart investments and maintaining strong monetary reserves to weather any storm.

### Resilience in the Face of Change

Will we be affected by these changes in the administration and looming policy adjustments to the registered apprenticeship system? Of course. It won't be easy, and we may have to push back on some drastic proposed changes to our collective system, but we will survive because we are strong and we know how to fight. We have followed the advice that we give to our apprentices: during the prosperous days, we prepared for tougher times—times like we may be entering now.



### Building Towards the Future

So, what is the IFTI planning to do over the next few years? We will continue to operate as the premier training organization in the finishing trades while building towards the future. At our Convention in August, we took bold steps to secure a bold, bright, and beautiful future for the IUPAT. The resolutions passed will directly guide the next five years for the IFTI, setting a clear path toward growth and success.

These resolutions are crucial for securing our future and growing our union, regardless of who is in office. There is still a shortage of skilled workers in the industry, and in the past, we limited the candidates we brought into our apprenticeship programs. We didn't grow as fast as we needed to in order to keep up. Think about all the potential brothers and sisters we overlooked. At our Convention, we took action to reduce barriers to entry into our apprenticeship programs and to open our doors to a wider pool of candidates (Resolution #15).



We also took steps to enhance pre-apprenticeship training opportunities for candidates, further expanding the pool and providing resources and support services to increase completion and retention rates (Resolution #12). Included with these initiatives is our Job Corps program, which is leading in placements among all building trades programs. To ensure enough apprenticeship openings, the delegates passed Resolution #2, aimed at enforcing apprenticeship ratios, which should further increase our numbers by around 7,000 new apprentices.

### Embracing a Fair and Impartial Selection Process

One of the most impactful changes in how our apprenticeship programs are administered comes from Resolution #5. While the previous resolutions aim to increase the number of apprentices and their chances of success, Resolution #5 will change how new apprentices enter our training programs for the first time.

Historically, there have been different methods to bring in new apprentices across the U.S. and Canada, primarily the 'Intent to Hire' and the 'Ranked Pool of Eligible' systems. The main difference lies in how apprentices are selected and initially placed with a contractor. Under the 'Intent to Hire' system, contractors are responsible for interviewing and selecting apprentices. This can result in disparate selection methods and outcomes. In contrast, the 'Ranked Pool' process implements a fair and impartial system that ensures consistency, quality, and fairness across the board.

This change will require action by local fund trustees and will take time to build templates and roll out and implement the system. However, alongside the other resolutions passed by the Convention delegates, this will help us reach our goals of expanding and strengthening our workforce. This will reduce the burden on the contractors while also providing an opportunity for them to remain engaged in the process. When implemented correctly, it will be a win-win-win for all parties—contractors, the union, and apprentices.

### Our Work Continues

Change is inevitable, but our commitment remains steadfast. We will navigate the challenges ahead with resilience and determination. By embracing new strategies, expanding opportunities, and maintaining our focus on quality training, we will continue to build a strong future for all members of the IUPAT.

### Call to Action

We encourage all members (journey workers and apprentices) to get involved and participate in upcoming initiatives. Your engagement is crucial as we implement these resolutions and work towards our collective goals. Together, we will overcome any obstacles and ensure the continued success and growth of our union. **One Union. One Family. One Fight.**



National Project Coordinator Lawrence Burgess

## CHICAGO JOB CORPS CENTER AND FINISHING TRADES INSTITUTE OF DC 14 CHICAGO COLLABORATE ON UNIQUE TRAINING OPPORTUNITY

In late 2023, Chicago Job Corps Center (JCC) Instructor Gary Fields Jr. began an initiative to expose his class to a rare trade skill—epoxy coatings and floor preparation. The worn-down shop floor of Paul Simon JCC in Chicago was identified as a good space to conduct the hands-on training, and the coatings material necessary for the project were previously procured through a generous donation from Jon-Don.

Recognizing that it would take team collaboration to get the job done, Brother Fields reached out to the Finishing Trades Institute of DC 14 Chicago (FTI CHI), which had recently upgraded and purchased floor preparation machinery to expand the scope of training for the epoxy floor coating process. FTI CHI Industrial Instructor Joey Hernandez was instrumental in coordinating the delivery of the equipment to Paul Simon JCC, providing students with the training necessary to operate the equipment, and offering guidance and instruction for the coating process. Brother Hernandez's apprentice class also worked alongside the Chicago JCC students to transform the floor into something more functional and aesthetically pleasing. The hands-on portion was completed in August 2024 in just under two weeks.

We would like to thank everyone who made this project possible, including:

- Jon-Don donated materials and Alec Carlsen provided on-site representation throughout the process. Carlsen provided instruction on the proper use and safety precautions of the machines, as well as vital insight into how the coating process works step-by-step.
- Kretus Coating Systems sent a representative to speak directly to the students about the details of its product.
- From DC 14: FTI CHI JATC Board of Trustees, Business Manager/Secretary-Treasurer Joseph Rinehart, and Director of Training Dan Penski Jr.

- From IUPAT Job Corps: National Project Coordinator Lawrence Burgess and Job Corps Field Coordinator Michael Anderson.
- FTI CHI apprentices—From All-Tech Decorating: Alex Garcia (LU 265), Bennett O'Connell (LU 521), and Jonathan Hernandez (LU 275). From Ascher Brothers: Jake O'Neill (LU 863). From Continental Painting & Decorating: Dominick Reyna (LU 265). From National Decorating Service: Steven Carter (LU 184).
- Chicago JCC students: Alandus Ambrose, Charles Wright, Daniel Mendoza, Devon Webster, Diamond Jacobs, Isaiah Cowan, Johnny McKenzie, Lonnell Wilkins, Michael McGaughy, Nevaeh Reed, Nyle Jones, Praise Young, Rodolfo Vasquez, Tamarion Gardner-Reynolds, and Westley Finkley.

Collaborations like this are great opportunities for apprentice hopefuls to hone their skills and create awareness that the IUPAT Job Corps program is an essential pipeline for fostering the next wave of apprentices and populating our pre-apprenticeship programs.







After

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

<b>CENTRAL WEST</b>	<b>CENTRAL EAST</b>
JAMES STAATS   (410) 491-6505	TIM SORRELL   (202) 262-0537



## EXCELSIOR SPRINGS JOB CORPS CENTER OPEN HOUSE

On November 8, 2024, the Excelsior Springs Job Corps Center (JCC) in Missouri hosted an open house for the program's 60th anniversary. Over 400 visitors, including community members, city officials, prospective students, educational partners, and union representatives, toured the facility and saw firsthand how IUPAT Job Corps apprentices are trained.

District Council 3 Director of Training Jeremy Jackson, Excelsior JCC Painting Instructor Mikha Green, and IUPAT Job Corps Field Coordinator Michael Anderson were among those in attendance. The three have forged a strong and meaningful bond that significantly impacts

our students' lives, helping them prepare for successful careers. Their influence was apparent when Shane Howell with Total Interiors, Inc. was so impressed by what he saw that he hired Emily Portillo, one of Sister Green's students, on the spot. Sister Portillo is now a registered drywall apprentice with DC 3.

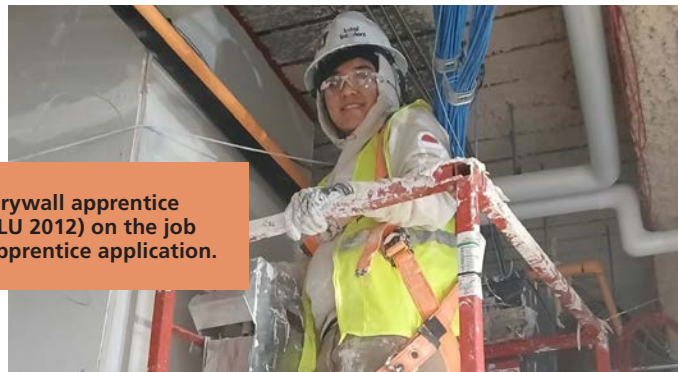
This success story is a shining example of what can happen when we truly embrace the principles of **"One Union. One Family. One Fight."** By pooling our resources, knowledge, and commitment, we have created a lasting impact beyond individual programs or organizations—a testament to the power of unity and teamwork.



Back row (L to R): Shane Howell of Total Interiors, Inc., DC 3 Field Representative Jacobe Sizemore, DC 3 Director of Service Joey Flickner, IUPAT Job Corps Field Coordinator Michael Anderson, IUPAT Job Corps National Project Coordinator Lawrence Burgess, and DC 3 Director of Training Jeremy Jackson. Middle row (L to R): Excelsior Springs JCC Painting Instructor Mikha Green, DC 3 Field Representative Jessica Perez, and DC 3 Commercial Painting and Safety Instructor Shawn Delgado. Front row: Total Interiors, Inc. drywall apprentice Emily Portillo (DC 3/LU 1012).



Total Interiors, Inc. drywall apprentice Emily Portillo (DC 3/LU 1012) on the job and filling out her apprentice application.





# WORKPLACE TRAINING, EDUCATION & SAFETY

DISTRICT COUNCIL 14 | ILLINOIS, INDIANA

## FTI OF DC 14 CHICAGO REACHES INITIAL ACCREDITATION STATUS

In September 2024, the Council on Occupational Education (COE) granted the Finishing Trades Institute of DC 14 Chicago (FTI CHI) initial accreditation status.

FTI CHI Director of Training Dan Penski Jr. told us, "This is a monumental day for our institution. The amount of benefits that this will mean for our staff, students, and entire organization is unprecedented."

This is a game changer and will give the institution immediate recognition, as well as allow for educational discounts and funding opportunities. Since the announcement, Penski and team have obtained a .edu website. They will work to develop articulation agreements with area colleges/



universities, and partner with select post-secondary institutions to ensure college credits received at FTI CHI are transferable or can be completed at that facility. Penski also said, "We want to be the premier destination for any centrally located classes that the International FTI (iFTI) would like to hold and work closely with them to help expand outreach."

Congratulations on this incredible achievement, FTI CHI!

DISTRICT COUNCIL 16 | NORTHERN CALIFORNIA, NEVADA

## BID DOCUMENT ANALYSIS TRAINING

From October 10-25, 2024, District Council 16 hosted a Bid Document Analysis course at its headquarters in Livermore, California, for participants from District Council 5 (Washington, Alaska, Idaho, Oregon, Utah) and District Council 77 (Georgia, Alabama, Arkansas, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia).

Several topics were covered, including an introduction to sandblasting and industrial coating tools, application and failure of industrial coating systems, Coating Inspector Program (CIP) Levels 1 & 2 inspection techniques, hands-on skill building for wet and dry film readings/profiles, bid document analysis, competing business models and the importance of hosting forums, applying lessons from the industrial sector to commercial work, organizing, marketing, relationship building, and administrative theory.

DC 16 would like to thank the International IUPAT for sending instructors to assist in the training, as well as the instructors themselves: Andrew Bott (DC 77), IUPAT Lead Organizer Jason Crowson, IUPAT General Representative Andrew Croll, iFTI Industrial Coatings Specialist Ken Seal, DC 16 Organizer Juan Rosales, DC 16 Industrial Paint Expert James Boster, and John P. Adams (C2C Consulting).





# SCHOLARSHIP WINNERS

## DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

### MATHEW JENDROSKA

#### S. Frank "Bud" Raftery Scholarship Winner

Congratulations to Mathew Jendroska, who is the dependent of District Council 9/Local Union 1087 (New York, New York) member Mateusz Fedko.



Mathew Jendroska

## DISTRICT COUNCIL 36 | SOUTHERN CALIFORNIA, ARIZONA, NEW MEXICO

### DESIREE RAMOS

#### S. Frank "Bud" Raftery Scholarship Winner

Congratulations to Desiree Ramos, who is the dependent of District Council 36/Local Union 1247 (Los Angeles, California) member Vincent Ramos.



L to R: DC 36 President Jon Coley, DC 36 BM/ST Luis Robles, scholarship winner Desiree Ramos, DC 36/LU 1247 member Vincent G. Ramos.

## DISTRICT COUNCIL 50 | HAWAII

### CAMEREN BANIS

#### S. Frank "Bud" Raftery Scholarship Winner

Congratulations to Cameren Banis, who is the dependent of District Council 50/Local Union 1791 (Hawaii) member Rendell Banis Jr.



L to R: DC 50/LU 1791 member Rendell Banis Jr., scholarship winner Cameren Banis, and DC 50 Business Representative Robin Schlitzkus.



# EDUCATIONAL OUTREACH

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

## PUERTO RICO PRE-APPRENTICESHIP PROGRAM

In 2024, District Council 9 launched a pre-apprenticeship training program in San Juan, Puerto Rico, that provides safety and hands-on skills training for prep work, painting, industrial coatings, and more. This was achieved through partnerships with San Juan Mayor Miguel Alberto Romero Lugo, Deputy Mayor Israel Alicea Luciano, and the workforce development group Conexión Laboral San Juan. This coincided with a continuing effort to recruit workers for DC 9 apprenticeship and training programs while working with government agencies and local businesses to create job opportunities for residents across the island.



L to R: DC 9 President John Drew, San Juan Deputy Mayor Israel Alicea Luciano, DC 9 BM/ST Joe Azzopardi, and General Vice President Paul Canning.



# 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.



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.

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

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

## MONROE/WILLIAMS APPLICATION FORM (MUST BE SUBMITTED WITH ESSAY)

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

Name \_\_\_\_\_

Address \_\_\_\_\_

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

Email \_\_\_\_\_

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

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

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

☐ Male ☐ Female

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

List the college, university, voc. tech./trade school, or other institution of higher learning you are attending or plan 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 \_\_\_\_\_

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

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

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

Scholarship applications must be submitted and received by May 30, 2025. Winners will be announced June 2025.

Please submit your applications to [GSTmail@iupat.org](mailto:GSTmail@iupat.org) or mail them to: IUPAT A. L. "Mike" Monroe/Ralph D. Williams, III, Sports Scholarship, 7234 Parkway Drive, Hanover, MD, 21076.



# INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES

## 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.

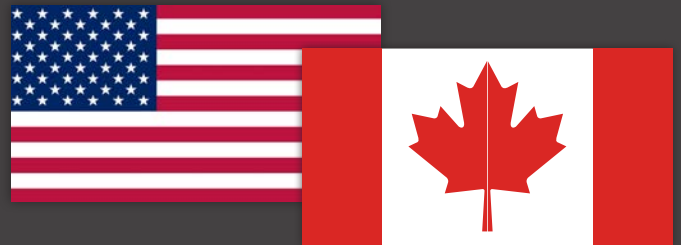
All applicants must submit an essay, not less than 1,000 or more than 2,000 words on an essay topic selected by IUPAT Scholarship Committee.

The selected **2025 topic** is as follows:

### Impact of Artificial Intelligence in the Construction Industry

As we continue to witness advances in Artificial Intelligence (AI), it is clear that AI is here to stay. The impact that AI has had within social media, the financial, health care & transportation industries, surveillance, vehicle autonomy & navigation systems, and within the construction industry, are just a few examples of the many industries and areas of our lives where we've been undoubtedly impacted by AI.

**Understanding the charge of unions, explain the "impact of Artificial Intelligence in the Construction Industry."**



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.

The deadline for essays to reach the International Union Headquarters is May 30, 2025 and winners will be announced in June 2025.

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

### RAFTERY SCHOLARSHIP APPLICATION FORM (MUST BE SUBMITTED WITH ESSAY)

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

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

Email \_\_\_\_\_

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

List the college, university, voc. tech./trade school, or other institution of higher learning you are attending or plan 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 \_\_\_\_\_

Please submit your applications to [GSTmail@iupat.org](mailto:GSTmail@iupat.org) or mail them to:  
IUPAT Scholarship Committee, 7234 Parkway Drive, Hanover, MD 21076.

Phone: (410) 564-5900

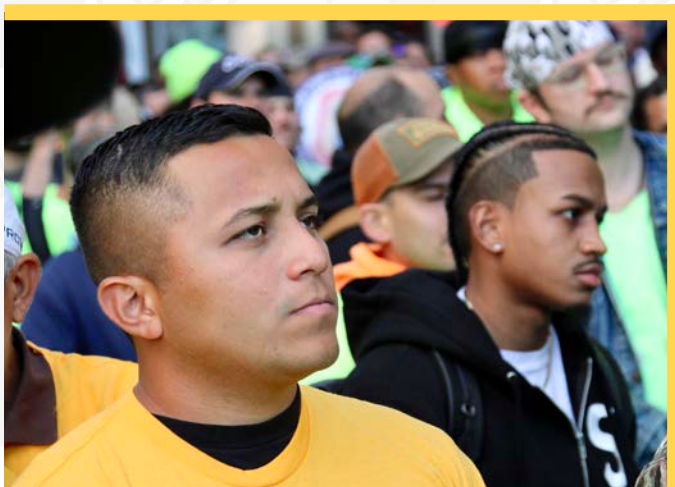
# MEMBERS IN ACTION

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

## DC 9 ATTENDS BUILDING TRADES RALLY

On October 24, 2024, over 1,000 District Council 9 members and many other union siblings joined the Building and Construction Trades Council of Greater New York in a rally against anti-development campaigns in New York City. The group joined forces against the Friends of the High Line Organization and other not-in-my-backyard movements opposing a proposed development in the West Side Yards and other areas throughout New York City.

Thank you to all members who attended the rally to promote good-paying union construction jobs and keep our union strong.





DISTRICT COUNCIL 51 | MARYLAND, DISTRICT OF COLUMBIA, VIRGINIA

## DC 51/LU 963 MEMBERS AT UNDER ARMOUR HEADQUARTERS

District Council 51/Local Union 963 members from Pioneer Cladding & Glazing Systems working at the Under Armour Headquarters in Baltimore, Maryland .



DISTRICT COUNCIL 53 | WEST VIRGINIA, MARYLAND, OHIO, KENTUCKY, VIRGINIA

## IUPAT LEADERSHIP VISITS FTI OF WEST VIRGINIA

In February 2024, General President Jimmy Williams Jr. and Senior Advisor to the General President Maria Foster visited the Finishing Trades Institute of West Virginia & Region in Weston, Virginia. They discussed union business with District Council 53 leadership, toured the facility, and spoke to an apprenticeship class.

GP Jimmy Williams Jr. speaks to an apprenticeship class at DC 53.



SAGP  
Maria Foster

DC 53 BM/ST  
Brian Stanley

General President  
Jimmy Williams Jr.

# 2024 COALITION OF BLACK TRADE UNIONISTS

During the week of May 21-27, 2024, members of the IUPAT's International staff and Black CORE Committee attended the Coalition of Black Trade Unionists' (CBTU) 53rd International Convention in Houston, Texas.

The theme was "Never Back, Always Forward: Hate Cannot Erase Us," and the event brought together members from many unions and organizations to network and discuss issues affecting Black trades workers and Black union members. Key topics included diversity and inclusion; training and apprenticeship programs for Black workers; and advocating for fair wages, benefits, and improved workplace safety protocols.

Many of the speakers spoke of the achievements of Black trade unionists in recent years, including the election of Claude Cummings Jr. as the first Black President of the Communication Workers of America (CWA) and April Verrett as the first Black President of the Service Employee International Union (SEIU).

Panels and workshops covered various topics, including unionism, workplace discrimination, emerging leadership, the importance of Black votes, homebuying, and many more. Some of our fellow IUPAT members had a chance to speak to participants, including District Council 7/Local Union 579 (Milwaukee, Wisconsin) paint and varnish maker Greyson Brown, who spoke about contract language, and District Council 9/Local Union 1087 (New York, New York) glazier Dominique Drew, who spoke about several of the IUPAT trades to participants of the CBTU Youth Program.



Lezlie Harris, our union sibling and commercial painter out of District Council 10/Local Union 1244 (New Orleans, Louisiana), attended the event and said that she didn't have direction in terms of a career before joining the IUPAT. She spoke of the importance of having Black representation in the IUPAT and advised young Black workers entering the trades to "Band together, lean on each other, and look for support within some of our elders." She said that attending the convention has been an "eye opener" and that she "looks forward to growth within the IUPAT in terms of Black representation and leadership."





# 53<sup>RD</sup> INTERNATIONAL CONVENTION

While in Houston, the IUPAT also held a caucus and luncheon attended by General Vice President Mike Gutierrez, leadership from District Council 36 (Southern California, Arizona, New Mexico), members of the Black CORE Committee, and leaders and members from several IUPAT District Councils.

General President Jimmy Williams Jr., who could not attend the event in person, joined the caucus remotely. He told the *Journal*, "The IUPAT is committed to increasing our Black membership, diversifying our union, and elevating the leadership of our Black members and staff. The Coalition of Black Trade Unionists does very important work that the IUPAT will continue to support."



## CONGRATULATIONS TO THESE MEMBERS OF THE BLACK CORE COMMITTEE, WHO WERE HONORED DURING THE IUPAT CAUCUS.



### ORGANIZING

DARREN SHERMAN

Commercial Painter  
DC 36/LU 1036  
(Monterey Park, California)



### SERVICING

ENIKA BLUNT

Business Representative  
DC 78/LU 1010  
(Orlando, Florida)



### COMMUNITY OUTREACH

IVAN DAWNS

Political Director  
DC 46/LU 1891  
(Ontario, Canada)



### MEMBER OF THE YEAR

DOMINIQUE DREW

Glazier  
DC 9/LU 1087  
(New York, New York)



IUPAT leadership and members of the Black CORE Committee joined an action in Dallas demanding that Trive Capital, owners of Gemtron in Indiana, negotiate a fair contract with workers.



# 2024 TRADESWOMEN BUILD NATIONS

During the weekend of September 27-29, 2024, 5,000 tradeswomen from across the United States and Canada traveled to New Orleans, Louisiana, for the annual Tradeswomen Build Nations (TWBN) Conference hosted by North America's Building Trades Unions (NABTU). This was the biggest crowd TWBN has had since the conference began in the early 2000s. About 400 members of the IUPAT attended, reflecting the growing momentum and importance of this conference for women in our union and in the trades overall.

The 2024 TWBN theme was "Let the Good Jobs Roll," playing on the common New Orleans phrase of "let the good times roll," while also highlighting the transformative impact of the Biden administration's Infrastructure Bill. This once-in-a-generation legislation has strengthened the construction industry and provided good jobs for working people, including members of our union.

The IUPAT is committed to increasing female representation in our union, with a bold goal set at our 33rd General Convention of boosting the number of women members to at least 20 percent by 2029. We are continuing to make progress on this front with the election of our first two female Business Manager/Secretary Treasurers in Canada—Shauntelle Hollett from District Council 17 (Alberta, Saskatchewan, Manitoba, Nunavut, Northwest Territories) and Renée Tessier-Desjardins from District Council 97 (Quebec). Meanwhile, Lezlie Harris made history as the first African-American woman to become President of Local Union 1244 in New Orleans.

Under the leadership of General President Jimmy Williams Jr., IUPAT is laser-focused on ensuring women have visibility and a voice at every level of the union, from apprentices to the IUPAT General Executive Board, with its first female member, General Vice President for Government Affairs Liz McElroy. General President Williams has made it clear that women are integral to the union's future, and his leadership is pushing IUPAT to new heights in gender equality and representation. At the conference, Williams said "We're growing every single day with more women in our union because it's the right thing to do. We're providing real job opportunities for women that have been overlooked over the years. People say women can't do the work of

construction workers. There's 5,000 people here in the city of New Orleans that know better."

Though women make up only 4.3 percent of the construction workforce, their impact is profound—and growing. Events like TWBN foster leadership, mentorship, and activism, providing women across all trades with the tools to address the unique issues they face. "Tradeswomen Build Nations is the most important conference in existence for women in construction," said Mandy Jo Ganieany, Chair of the IUPAT Women's CORE Committee and Director of Organizing for IUPAT District Council 30 (Illinois, Wisconsin). "As a former drywall finisher, I know firsthand how tough construction work is, and being a woman in a male-dominated industry poses a unique set of barriers. As more women enter the trades, we need to partner with industry and government to advocate for inclusive policies that support these workers to compete and succeed in the industry."







What sets TWBN apart is its ability to unite women from diverse backgrounds and trades, creating a powerful network of support. From the northern provinces of Canada to the vibrant streets of New Orleans, tradeswomen came together to celebrate their achievements and the progress they've made in building a better future across North America. The conference is a testament to the strength of the union family, and no one captured that spirit better than Tureka Dixon from District Council 21/Local Union 252 (Philadelphia, Pennsylvania), who spoke passionately to the thousands of attendees: "Never lose hope, keep the faith, and never downplay your accomplishments. I am so thankful for my union family—like all families, we're not perfect, but we're constantly improving because we're: One Union. One Family. One Fight."

The TWBN Conference continues to be a crucial space for women in the trades to find solidarity, strength, and solutions to the challenges they face. For IUPAT, it's a reminder of the powerful role women play in shaping the future of the union and the industry as a whole. Through leadership, advocacy, and solidarity, these tradeswomen are building more than just infrastructure—they're building the foundation for future generations.





# DISTRICT COUNCIL SPOTLIGHT

## DISTRICT COUNCIL 97 | QUEBEC

### AN INTERVIEW WITH DC 97 BM/ST RENÉE TESSIER-DESJARDINS

**Please introduce yourself and share a bit of your history with the IUPAT.**

My name is Renée Tessier-Desjardins, and I have been Business Manager/Secretary-Treasurer of District Council 97 since June 2024. I am a commercial painter by trade and have been a proud member of District Council 97/Local Union 349 since 2003.

**Tell us about the areas and members represented by District Council 97.**

We cover the entire province of Quebec. Organizer Nicolas Dubuc and Business Representatives Stéphane Bedard, Stéphane Drolet, Alain Bissonnette, and Serge Bedard service our three regions.

We represent around 2,800 workers—1,000 painters, 1,000 glaziers, and 800 workers making windows and mirrors at around 30 manufacturing shops. We are planning to organize other manufacturing workers soon.



DC 97 BM/ST Renée Tessier-Desjardins

**What projects or campaigns are you most proud of?**

We have placed glaziers and painters on many projects over the past five years, including the Centre Hospitalier de l'Université de Montréal (CHUM) in Montreal, which is 61 stories high. Additionally, we have workers on job sites at high rises in Gatineau and Montreal, like the Maestria, the highest residential towers in Montreal.

**What are some projects or campaigns you're currently working on?**

As a new BM/ST, my staff and I are focusing a lot on the structure of the District Council. Our top priorities are to get organized internally and acquire more technological tools to help the staff. It's a lot of work, but it's super motivating to add something new and to see progress in our District Council.





From an organizing perspective outside of the District Council, we've identified many regions around us that have potential. Once we complete our internal restructuring, we will focus on organizing more workers.

**You are one of the first female BM/STs in our union. What was that process like?**

It's taken a lot of hard work. We sometimes jump into challenges without realizing how hard they will be. I'm lucky to be surrounded by wonderful teammates and colleagues, which has always been the case. I have to mention my mentor and member of LU 349, Pierre. He was the nicest and most patient mentor. It's gold to have a mentor like that. I wish everyone could have a mentor to learn the trade from and support them through their apprenticeship. That's super, super important.

This role comes with its challenges. Some people still don't believe women are driven to do this work. However, it's motivating and rewarding when you start proving it to yourself and others. I'm really, really proud. I am also truly grateful to have such a supportive team at the District Council. It's been wonderful. The IUPAT International was very helpful when I first began, as was Canadian General Vice President Simon Hazelwood. It's appreciated.

Our percentage of female members is increasing. A lot of women are joining as painters; soon, it's going to be 50/50. That's incredible, and they have a high potential to succeed in the field.



**Relatedly, please tell us about your work in trying to diversify the District Council.**

In my short time in this position, I've heard from representatives that members light up when they hear the new BM/ST is a woman. It's motivating for women to see a woman as a rep or an organizer; it makes them feel they want to be part of what we're doing, too. I hope to be a role model and show them everything is possible.

Montreal is the most diverse area of the province. We also have many workers who speak Spanish, which presents a language barrier that can be quite challenging. In keeping with our motto—**'One Union. One Family. One Fight.'**—the team at District Council 46 (Ontario) has offered their support in that area, which includes providing Spanish-speaking staff and members during blitzes. We look forward to having more trilingual staff in the organizing field soon.



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

Once a year, our Local Unions in Quebec and Ontario get together for fishing and a barbecue. It's a great time with shirt giveaways, games, and activities. Last year, General President Jimmy Williams and staff from the IUPAT International in the United States came. This past summer, we enjoyed a few fun teambuilding events, including a rodeo and color run. We are also thinking about doing a deck hockey tournament.



## What advice would you give to new members?

Work hard—you have to work hard. Wake up every morning and stay off your phone. Believe in yourself, ask a lot of questions, and when you can find a mentor, attach yourself to that person—that person will teach you so many things.

Just keep going. The first year of apprenticeship is the hardest because you're learning so much. Too many people quit in the first year but just keep going. Financially, it's a good job with good benefits and conditions. Just keep working past the first year, and after that, it will be easier and easier. To paraphrase Dory and Nemo from "Finding Nemo," just keep going, just keep going.





SHEET METAL | AIR | RAIL | TRANSPORTATION

**SMART**

TIPS & TRICKS FOR

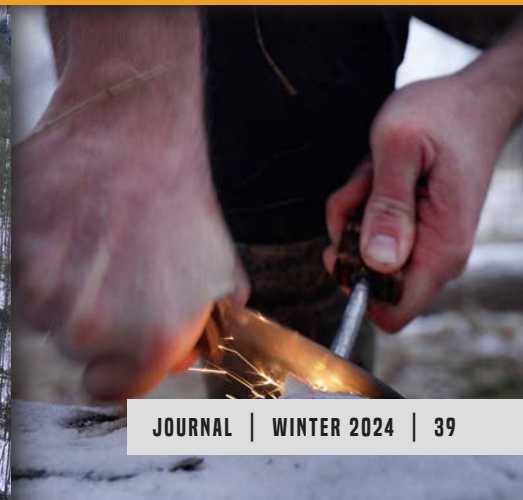
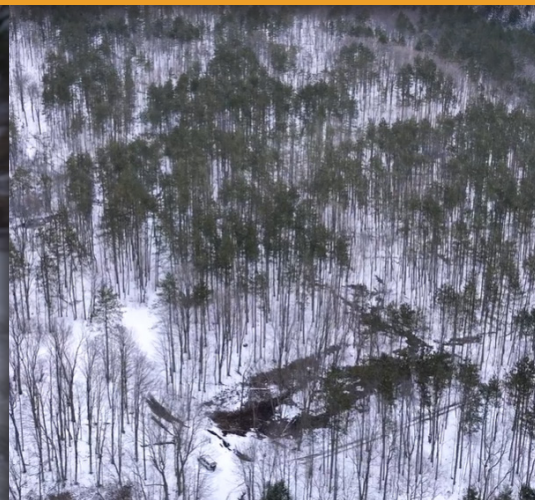
# COLD WEATHER SURVIVAL

Common sense isn't common in a life-threatening situation like getting stranded overnight in the woods with minimal gear as the temperature drops. That's when an understanding of survival essentials and the order to tackle them in will enable you to think clearly. In this **Tips & Tricks: Cold Weather Survival** YouTube series, primitive skills instructor Jason Smith shares the skills that will keep you alive to tell stories about that long, cold night you spent in the woods.



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

**Subscribe to the Union Sportsmen's Alliance YouTube channel to receive notifications when new videos are posted.**





# RECOGNITION

## DISTRICT COUNCIL 7 | WISCONSIN, MICHIGAN

### STAR EVENT

In June 2024, District Council 7 held its Annual Safety Training Awards Recognition (STAR) event and family picnic. Members and their families enjoyed a day of food, games, face painting, giveaways, and photo opps with the IUPAT lion.

The STAR program offers incentives for journey workers who pursue safety training and continuing education within the union workforce. Congratulations to all DC 7 members who participated in the program in 2024. Thank you for keeping our job sites safe!





## DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

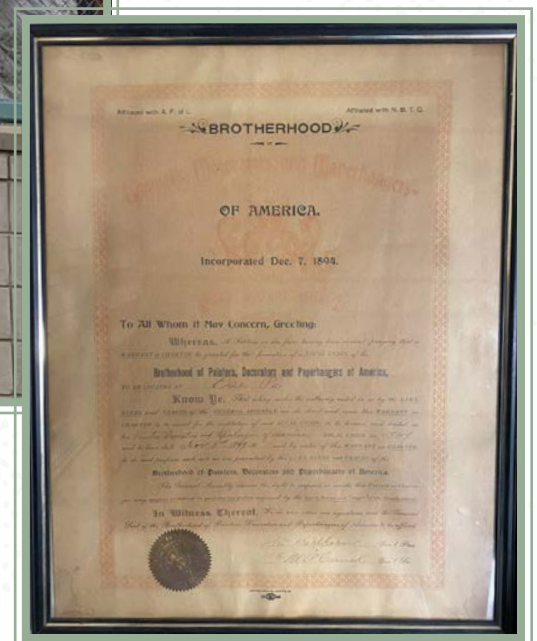
### LOCAL UNION 549 CELEBRATES 125TH ANNIVERSARY



In November 2024, District Council 57/Local Union 549 (Erie, Pennsylvania) members and retirees gathered to celebrate LU 549's 125th anniversary.

Front row (L to R): DC 57 BM/ST Brian Herbinko, Service Representative Jerry Ferilla, commercial painter Chris Goss, commercial painter Matt Sutton, President Jim Randolph, retiree Mike Hornyak, commercial painter John Testi.

Back row (L to R): Commercial painter Scott Morton, retiree Mike Nesterick, commercial painter Dan Martin, commercial painter Brian Smith, drywall finisher Jeremy Mahoney, drywall apprentice Joshua Buck.





# JUSTICE FOR ALL WORKERS

DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN

## DC 30 WORKS WITH BUILDING TRADES TO TURN \$400 MILLION COLMAN YARDS PROJECT

When District Council 30 and other labor unions in the Northwestern Illinois Building Trades learned that developer J. Jeffers & Co. planned to use out-of-state non-union labor on its Colman Yards property in Rockford, Illinois, they quickly sprung into action.

The historic project consists of rehabilitating nine factory buildings and significant new construction in downtown Rockford's Main Street corridor. The completed space will feature residential, commercial, and recreational spaces for area residents. The project is estimated to cost \$400 million and create over 2,750 jobs over the next decade.

District Council 30 Business Representative and Organizer Rich Shuga eagerly stepped forward to spearhead labor's response, planning job actions throughout the summer. "It's easy to look past one trade's picket, but when we join forces across the building trades, our union voices are that much harder to ignore," said Shuga. "A large project like

this will put people to work for years to come—and those workers should come from the local community."

After months of protest from 12 different trades, the developer and the City Council agreed to move forward with 100 percent union labor (400 construction jobs) through project labor agreements, which the City Council initially said were unnecessary.

"It's important that we educate the community about where their tax dollars are going," added Shuga. "When local community residents are hired to complete projects in our area, their income returns to our local economy. These jobs should put our neighbors back to work, not employ visitors from out of state—and when the public understands these issues as well as we do, they side with labor 100 percent of the time."

This is a tremendous victory for labor. A huge congratulations and thank you to all who made this possible!





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

### A SETTLEMENT FOR FREDERICKSBURG GLASS & MIRROR GLAZIERS

Due to the efforts of District Council 51's Organizing department, glaziers with Fredericksburg Glass & Mirror are receiving several thousands of dollars in back wages following a National Labor Relations Board (NLRB) settlement agreement. This agreement stems from charges of unfair labor practices filed on behalf of the workers after their 2023 union election.

DC 51 remains fully committed to protecting the rights of all workers, whether union members or not, and to ensuring fair, transparent union elections.



## DISTRICT COUNCIL 91 | INDIANA, ILLINOIS, KENTUCKY, MICHIGAN

### DC 91 AUTOZONE JOB ACTION

In Fall 2024, District Council 91/Local Union 460 (Hammond, Indiana) apprentice Karsen Gard and journey worker Betty Davis recently volunteered to handbill Autozone in Merrillville, Indiana. Their efforts raised public awareness about the unscrupulous practices of Harrison Contracting, which was conducting business without a permit and not paying workers standard wages and benefits.



# RETIREMENT

DISTRICT COUNCIL 91 | INDIANA, ILLINOIS, KENTUCKY, MICHIGAN

## STACY ALLEN RETIREMENT

Congratulations to Brother Stacy Allen on 32 years of service as vice president and shop steward for DC 91/LU 1165 (Indianapolis, Indiana). Brother Allen is pictured with LU 1165 Glazing Representative Eric Tasa.



## LIFE MEMBERSHIP

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

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

LIFE MEMBERS  
also pay a lower  
dues amount.

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

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



# GOLD MEMBERS

Members who have remained in continuous or cumulative good standing for a period of 50 years shall be known and referred to as "Gold Members." Less than one percent of IUPAT members achieve Gold Member status, making this honor truly special. Please join us in congratulating our newest Gold Members.

## DISTRICT COUNCIL 36 | SOUTHERN CALIFORNIA, ARIZONA, NEW MEXICO

### CARL ROGERS

District Council 36/Local Union 1036

Monterey Park, California

L to R: Gold Member Carl Rogers, DC 36 Business Representative Herman Becaria, and DC 36 Business Representative Mario Santoyo.



## DISTRICT COUNCIL 58 | ILLINOIS, MISSOURI, KENTUCKY, TENNESSEE

### ERNEST "CORKY" ELLIS JR

District Council 58/Local Union 456

Nashville, Tennessee

Brother Ellis told us, "I think it's great where we have come from in the last 50 years. The union has grown to provide for those who are willing to work to better themselves. I've been a member of five different Local Unions, and it has given me the opportunity to excel in the trade. The union has been a blessing for me and a provider for my family, and I have been blessed to be a member of the IUPAT."





## WORK HOURS WILL DRIVE THE SUCCESS OF OUR PENSION PLAN

It is important for all members to understand how the Pension Fund works. There have been numerous snapshots provided through the years that provide a glimpse into the data, statistics, and projections regarding the future funded ratio of our Industry Pension Plan. However, to really understand the most important factors for the future success of our Rehabilitation Plan, look no further than our hours projections.

There are three key indicators that drive decisions regarding pension plans:

1. Hours
2. Contribution Dollars
3. Investment Return

In this article, we will focus on looking at the impact of the hours, but first, let's discuss the two other key factors; contributions and investment return, and why history shows their impact will be less important over the Rehabilitation Plan period.

The Industry Pension Plan voluntarily elected to go into endangered status to restructure and stabilize the plan. There are levels of progress your plan needs to show when it is in endangered status to satisfy the regulators. After the first-year setback in investment returns in 2022, our plan made significant strides in 2023, and it looks like 2024 will be another positive year for the plan from a return and hours worked perspective.

History has shown that the market fluctuation will even itself out. Investment returns, while volatile year to year, have shown over time to be consistent with projections. In the process of going into endangered status, the plan lowered its assumed rate of return from 7.5% to 7.0%. Our investment professionals believe that is a reasonable long-term assumption. As a plan and an institutional investor, we must have a broad lens on our investment philosophy.

Contribution dollars have a direct correlation with hours. Our average contribution rate is \$7.20 across the country. That is comprised of higher contributions in areas like New York and Philadelphia in the Northeast, where union market share is higher, versus lower contribution averages in the Southeast or Gulf Coast Region. A unique difference with a national plan like ours is that it is not only diversified with its investments but also has inherent diversification within our collective trades and geography. Regional or local plans are more sensitive in specific industries if there is a prolonged slowdown in construction. As

a national plan with varying trades contributing, it offers us slightly more insulation from geographical economics.

In 2022, the Trustees of the IUPAT Industry Pension Fund voluntarily elected to enter critical status (the "red zone") early as part of a broader strategy to strengthen the Fund for current and future generations. Once in the red zone, the Trustees immediately adopted a Rehabilitation Plan consisting of changes to contributions and benefits with the goal of emerging from the red zone by 2035.

The Pension Fund's actuary regularly performs projections to advise the Trustees on whether the Fund is meeting the goals of the Rehabilitation Plan. In most projection scenarios, the actuary projects that when the Pension Fund emerges from the red zone, it will go straight into the "green zone" and become 100% funded within a few years. These are indicators that the Pension Fund is in a strong position financially. How long it takes to reach these goals will depend on future experience.

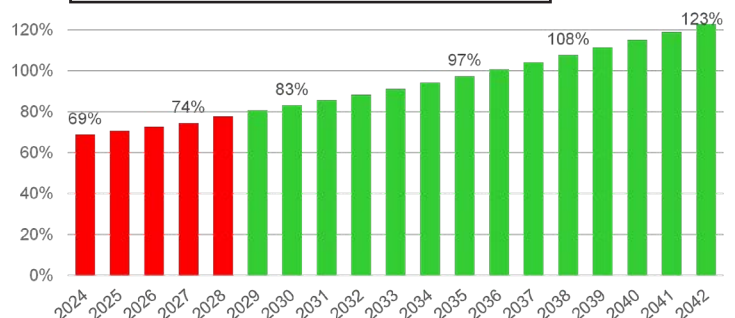
Since the Trustees adopted the Rehabilitation Plan in 2022, investment returns on Fund assets have been volatile, but contribution hours have been strong. As a result, the Pension Fund is currently on track to emerge from the red zone in 2035, perhaps earlier.

As we head into 2025, however, covered work levels for the IUPAT—and, therefore, contributions to the Pension Fund—are uncertain at best. As described below, the actual year of emergence from the red zone is highly sensitive to future contribution hours.

1. In 2023, contribution hours were **60 million**, the highest level since before the COVID-19 pandemic. If hours remain at that level for all future years, the Pension Fund will emerge from the red zone in **2029**, six years earlier than the 2035 target in the Rehabilitation Plan.

### Scenario 1.

Future hours of **60 million** per year.  
Fund emerges from the red zone early in 2029.

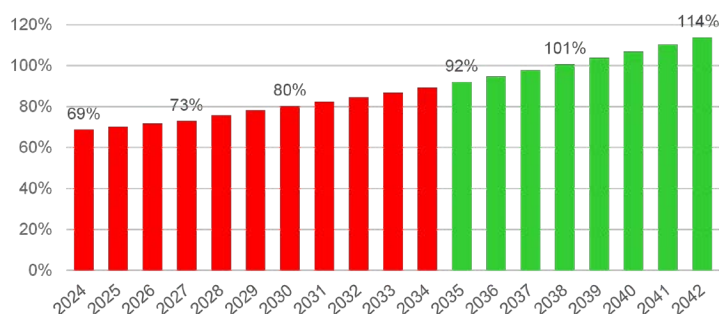




- So far in 2024, however, contribution hours have declined compared to 2023. Currently, hours for the year are on track to be approximately **55 million**. If hours for 2024 and all future years are 55 million, the Pension Fund will emerge from the red zone in **2035**, meeting the target in the Rehabilitation Plan.

### Scenario 2.

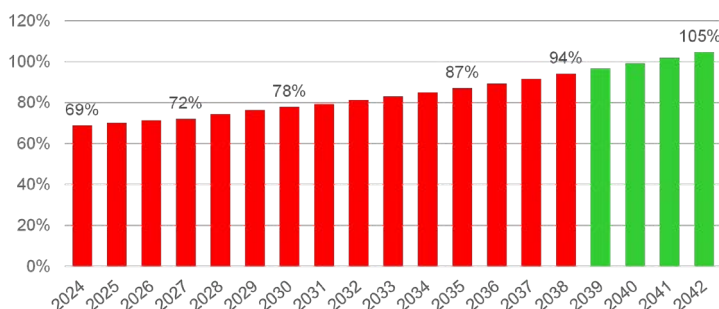
Future hours of **55 million** per year.  
Fund emerges from the red zone on time in 2035.



- Over the past two decades, contribution hours have been at least 55 million every year. That said, a pullback in covered work levels is possible. For example, if hours are only **50 million** in all future years, the Pension Fund would not emerge from the red zone until **2039**, four years later than the 2035 target.

### Scenario 3.

Future hours of **50 million** per year. Fund emerges from the red zone in 2039, four years later than the 2035 target.



The year of emergence is also sensitive to future investment returns. Each of these projection scenarios assumes investment returns in 2024 at 10% (As of December 1, 2024, preliminary results had the plan with a rate of return at approximately 11%). After that, and consistent with the assumptions used to design the Rehabilitation Plan, assumed investment returns are 6.5% for each of the next six years through 2030 and 7.0% thereafter.

These scenarios are illustrated in the graphs in this article, which show the Fund's zone status (red zone vs. green zone) and funded percentage. Note that in all scenarios, funded percentages are projected to grow over time. Stronger hours mean faster increases in funding levels.

While the contribution rates are set, and investment returns can be a bumpy ride from year to year, the future work hours of this fund are imperative to success.

In evaluating the hours assumptions for the Industry Plan, the Board of Trustees considered several factors:

- The Bipartisan Infrastructure Law that was passed in November 2021, which would have a direct impact on work hours of IUPAT members and contractors.
- Previous minimum and maximum level of hours experience.
- Economic investment in IUPAT crafts.
- Industry employment levels.
- Pro-union administration and increase in organizing activity.

These factors will continue to be considered by the Board of Trustees as they evaluate the success and potentially make necessary changes to assumptions in the future.

Nobody has a crystal ball to determine how a more business-friendly administration will affect the economy and IUPAT work hours, but the success of the Rehabilitation Plan will be built and reliant on the future work opportunities for our members and contractors.

# RECENT RETIREES

OCTOBER 2, 2024 – DECEMBER 1, 2024

Name	LU #	Name	LU #	Name	LU #
Anthony Richard Agliano .....	LU 1621	Keith David Corley.....	LU 363	Barry Alan Ives.....	LU 106
James Michael Alexander .....	LU 77	Dennis Carmen Cronin.....	LU 186	Phillip Michael Johnson .....	LU 169
Wesley William Aley .....	LU 1144	Vivienne Ann Culwick.....	LU 829	Linda Sue Jones .....	LU 1165
Bruce Alan Anderson .....	LU 2006	Diamantino Deoliveira Daponte...LU 1047		Jeffrey David Keadle .....	LU 970
John Arcuri, Jr.....	LU 24	Danny L Darrah .....	LU 91	Max Vincent Kemski .....	LU 386
Hector Arteaga .....	LU 24	Jimmy Randall Darrow.....	LU 1165	Brett Lee Kennett .....	LU 27
John Robert Babst .....	LU 995	Harry Herman Davis, Jr.....	LU 2011	David King.....	LU 1087
Husein Bajrektarevic .....	LU 677	Curtis Anthony Day .....	LU 12	Thomas Klempel .....	LU 1094
Kevin Robert Barrett.....	LU 660	Paul William Defelice .....	LU 1009	Willie Lee Knight, Jr.....	LU 591
Fernando Bernardo.....	LU 1036	Miguel Altamiro Demenjon .....	LU 806	Sylwester Kos .....	LU 1976
David Gerard Bielawski.....	LU 27	Patrick Eugene Denmark .....	LU 178	Mark David Kuhlenberg.....	LU 513
Saban Birben.....	LU 1486	Walter John Diamond.....	LU 970	Darryl Lacno .....	LU 1791
Dale Richard Bjorgo .....	LU 106	George David Dolbow, Jr. ....	LU 252	Joseph Anthony Laporte .....	LU 1621
Bradford Thomas Book.....	LU 1009	Derocher Ellston .....	LU 20	Deniese Jean Lay .....	LU 1165
Michael Ronney Boykin.....	LU 57	Alfredo Esquivel .....	LU 830	Richard Thomas Lockard, Jr.....	LU 2011
John Alan Braaten.....	LU 300	Paul Joseph Fiorelli.....	LU 1955	Juan Valle Lopez.....	LU 169
Matthew Bradley.....	LU 252	John Joseph Gabriele, Jr.....	LU 112	Josh Randall Lotz .....	LU 7
Robert Burton Branstetter.....	LU 471	Rockne Steven Geiser .....	LU 169	Robert Anthony Macken .....	LU 1087
Phillip Edward Brawner .....	LU 1010	Anthony Michael Glarner.....	LU 1009	James Albert Mangum, Jr.....	LU 368
Michael Ross Brenneke .....	LU 469	Paul Allen Gottlob .....	LU 357	Ross Edward Maniaci .....	LU 1756
Anthony Frank Burda .....	LU 7	Rodney Alan Gray.....	LU 1176	Thomas Mantello .....	LU 1087
Donald Leroy Burkett, Jr. ....	LU 963	James Edgar Hale, Jr.....	LU 32	David Bertone Mantovani.....	LU 490
Timothy Duane Canterbury .....	LU 79	Steven William Hanson .....	LU 845	George Richard Mathis .....	LU 963
Linda Dawn Caolo.....	LU 1969	Athanasios Harakidas.....	LU 2011	Leonard Samuel Matthews, Jr. ....	LU 1846
Thomas Paul Caplandies, Jr.....	LU 806	Mark Joseph Hays.....	LU 409	Michael Leroy Mcclanahan .....	LU 910
Peter Carmen Capocciana.....	LU 1275	Kerry Laine Helsley.....	LU 156	James Brendan McMahon .....	LU 1274
Michael Dominic Carfagna.....	LU 660	William Valentin Henry.....	LU 357	Christopher Lee Merrell.....	LU 1036
Frankie Lynn Carr.....	LU 1010	Charles David Hering.....	LU 120	Christopher Lee Merrell.....	LU 1036
Scott Joseph Cawlina .....	LU 391	Herminio Hernandez.....	LU 159	Timothy John Meyer.....	LU 61
Betty Joyce Cobb .....	LU 456	Dana Duane Hildreth.....	LU 437	William Peter Meyer.....	LU 767
Ronald Coggins, Sr.....	LU 181	Judson Anthony Hollerich .....	LU 2006	Kenneth Charles Miller.....	LU 27
Michael Dewayne Collins.....	LU 1169	Charles Robin House .....	LU 2341	James Christopher Morien.....	LU 802
Crescent John Colonna, IV.....	LU 2011	John Henry Hurlburt .....	LU 471	Anthony Richard Moscatelli .....	LU 1009
Charles Ray Conley, Jr.....	LU 1072	Nelson Joseph Ice .....	LU 1244	Gary Michael Mowbray.....	LU 465



Name	LU #
Moises Narvaez.....	LU 1136
Francis Xavier O'hara .....	LU 2011
John P Olmstead .....	LU 1621
Ronald Richard Orscian, Jr. ....	LU 201
Emiliano Ortega.....	LU 770
Carl W Owen.....	LU 48
Gary Allen Paetow.....	LU 368
Mark Steven Palmer.....	LU 1087
Dean La-Von Partain, Sr.....	LU 845
Paul Pedersen .....	LU 1959
Antonio Perez.....	LU 1944
Steven Joseph Petruzzi .....	LU 3
Bobby Gene Phillips .....	LU 1293
Mark Alan Pittelko .....	LU 300
Joseph Polimeni.....	LU 1976
Edward James Poole .....	LU 300
David Henry Poulin.....	LU 195
Robert Louis Puttre .....	LU 386
John Jairo Quintero Rodas.....	LU 1719
James Richard Regier .....	LU 300
Douglas James Regnet.....	LU 112
Lonnie Paul Rhea .....	LU 159
James Roger Rice.....	LU 1036
George Michael Ritzheimer .....	LU 252
George Luis Rodriguez .....	LU 756
Jose David Rodriguez.....	LU 718
Peter William Ryan .....	LU 930
Jorge Luis Samanamud .....	LU 9
Daniel Matthew Schaefer .....	LU 156
Thomas Simon Schroeder, Jr. ....	LU 120
Robert Charles Schwab.....	LU 2001
David Allen Seaman .....	LU 707
William James Sersen.....	LU 1
Clement John Smith, Jr.....	LU 2018

Name	LU #
Guillermo Leon Solis .....	LU 101
Anthony Joseph Speziale .....	LU 155
Michael James Sprietzer .....	LU 7
Lawrence Jay Stein.....	LU 1087
Michael Eugene Steiner .....	LU 1020
Paul Frederick Stone .....	LU 300
Roxanne Margaret Stoner .....	LU 43
Lisa Ann Straeter .....	LU 120
Paul Edward Straight, III.....	LU 1756
David Lynn Suchman .....	LU 774
Anthony Joseph Sundo .....	LU 2011
Pedro Tejada.....	LU 365
Dan Kevin Thomas .....	LU 1010
Jeffrey Alan Tinney .....	LU 476
Daniel Lee Todd .....	LU 707
Gary David Tope .....	LU 1275
Roy Torres.....	LU 830
John Valdez.....	LU 460
Richard Eugene Wager, Jr.....	LU 9
Bruce Wallace.....	LU 181
Michael Charles Weaver.....	LU 1237
Gerald Philip Wheaton .....	LU 277
David Gene Will .....	LU 61
Donald Gene Wineland.....	LU 157
Ronald Lee Wischerman, Sr.....	LU 847
Robert Elmer Wittig .....	LU 660



# IN MEMORIAM

JULY 1 - SEPTEMBER 30, 2024

Local	First	Last	Amount
1	Johnny	Bennett Sr.	\$3,000.00
1	Casimir	Wdzieczkowski	\$3,000.00
3	Manuel	Tavares	\$3,000.00
6	Howard	Delaney	\$3,000.00
6	Victor	Mongelluzzo	\$3,000.00
7	Anagyros	Agapitos	\$3,000.00
7	Rolf	Kaeppeler	\$3,000.00
19	Gabor	Zsiga	\$3,000.00
24	Joseph	Caleca	\$3,000.00
31	Myron	Perun	\$3,000.00
31	Robert	Popple	\$3,000.00
47	John	Corbett Sr.	\$3,000.00
106	Bernard	Lee	\$3,000.00
113	Alfredo	DeRose	\$3,000.00
113	Edwin	Toohey	\$3,000.00
115	Robert	Staudt	\$3,000.00
124	Gregory	Tinsley	\$3,000.00
138	Michael	Bowman	\$3,000.00
138	Garry	Cunningham	\$3,000.00
138	William	Dibblee	\$3,000.00
138	Norman	Morrison	\$3,000.00
138	Juspreet	Nahal	\$3,000.00
138	Alfredo	Piva	\$3,000.00
138	John	Sauck	\$3,000.00
138	Cornelius	Wiebe	\$3,000.00
156	Tyler	Fish	\$3,000.00
157	Brent	Thompson	\$3,000.00
159	Elden	Hansen	\$3,000.00
177	Jonathan	Abcede	\$3,000.00
188	John	Adams	\$3,000.00
188	Michael	Potts	\$3,000.00
188	Douglas	Welch	\$3,000.00
195	Joseph	Giacin	\$3,000.00
201	Joel	Curro	\$3,000.00
226	William	Bean	\$3,000.00
238	Bobby	Bell	\$3,000.00
246	David	Guyer	\$3,000.00
246	Michael	Runyan	\$3,000.00
249	Gerald	Hussey	\$3,000.00
252	Roberto	Arroyo	\$3,000.00
273	Allen	Bonk	\$3,000.00
275	Michael	Faunt	\$3,000.00
300	Robert	Dilger	\$3,000.00
357	Michael	Rieser	\$3,000.00
386	Lee	Stangl	\$3,000.00

Local	First	Last	Amount
419	Dennis	Darling	\$3,000.00
452	Charles	Garcia	\$3,000.00
481	William	Gerk	\$3,000.00
507	Francisco	Cortez	\$3,000.00
507	Joao	Pereira	\$3,000.00
510	Jay	Bolton	\$3,000.00
510	Jason	Hopkins	\$3,000.00
514	Augustine	Arreguin	\$3,000.00
514	James	Cameron	\$3,000.00
557	Philip	Henriques	\$3,000.00
557	Vincenzo	Zicari	\$3,000.00
558	Robert	Kern Jr.	\$3,000.00
591	John	Bogden	\$3,000.00
639	William	Harnett	\$3,000.00
660	William	Lapp	\$3,000.00
681	Jimmy	Sorensen	\$3,000.00
681	Duane	Strain	\$3,000.00
694	Alfredo	Antunes	\$3,000.00
694	Richard	Gafgen	\$3,000.00
694	Mario	St. Marie	\$3,000.00
707	Fred	Fechuch	\$3,000.00
707	James	Hlepas	\$3,000.00
707	Martin	Nyari	\$3,000.00
740	Donald	Hansen	\$3,000.00
751	Joseph	Burke	\$3,000.00
756	Fred	Kilbourne	\$3,000.00
756	Terrie	Laird	\$3,000.00
781	John	Davidowski	\$3,000.00
781	Mathias	Weckerle	\$3,000.00
802	Wallace	Arneson	\$3,000.00
802	Neil	Dettwiler	\$3,000.00
802	Herbert	Linder	\$3,000.00
802	Michael	Swatzell	\$3,000.00
826	Robert	Richardson	\$3,000.00
831	Jorge	Murillo	\$3,000.00
841	Dwight	Blair	\$3,000.00
841	Charles	Dawson	\$3,000.00
841	Harry	Thomas	\$3,000.00
847	Carmen	DePinto	\$3,000.00
880	Gary	Boxmeyer	\$3,000.00
910	Noah	Belcher	\$3,000.00
913	Julio	Ayala	\$3,000.00
913	Azzeddine	Chatar	\$3,000.00
939	Sergio	Goncalves	\$3,000.00
941	David	Hensen	\$3,000.00



# IN MEMORIAM

JULY 1 - SEPTEMBER 30, 2024

Local	First	Last	Amount
948	Gene	Bodeman Sr.	\$3,000.00
1011	Gregory	Clausen	\$3,000.00
1036	Richard	Murillo	\$3,000.00
1144	Gary	Hupp	\$3,000.00
1156	Jeffrey	Gruchala	\$3,000.00
1156	Michael	Schnettgoecke	\$3,000.00
1176	Thinh	Dang	\$13,000.00
1178	Keith	Embry	\$3,000.00
1185	Randall	Runkle	\$3,000.00
1199	Billy	Barnes Jr.	\$3,000.00
1199	Paul	King	\$3,000.00
1199	Charles	Sykes Sr.	\$3,000.00
1238	Glen	Forgey	\$3,000.00
1247	Sam	Teresa Jr.	\$3,000.00
1247	John	Thompson	\$3,000.00
1275	Donald	Burns	\$3,000.00
1275	Walter	Ruble	\$3,000.00
1292	James	Adams	\$3,000.00
1324	Patrick	Villalpando	\$3,000.00
1333	Salvatore	Raspallo	\$3,000.00
1399	John	Laidlaw	\$3,000.00
1456	Timothy	McKenna	\$3,000.00
1778	John	Crisp Sr.	\$3,000.00
1778	Ronald	Gatewood	\$3,000.00
1791	Eric	Mitsui	\$3,000.00
1889	George	Arelliano	\$3,000.00
1891	Anna	Gray	\$3,000.00
1891	Denis	James	\$3,000.00
1891	Marko	Misanovic	\$3,000.00
1891	Vito	Scrozzo	\$3,000.00
1940	Christopher	Pelley	\$3,000.00
1955	Nicholas	Cannon	\$3,000.00
1974	Fidelis	D'Alessandro	\$3,000.00
2001	Robert	Wrenn	\$3,000.00
2011	Ivan	Yale	\$3,000.00
2012	Melvin	Byrd	\$3,000.00
2018	John	Grassi	\$3,000.00
2341	Michael	Inman	\$3,000.00
2341	Edward	Michel Sr.	\$3,000.00
2352	Shelton	Randall	\$3,000.00





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