GENERAL PRESIDENT
KEN RIGMAIDEN
Retires
Facts About the COVID-19 Vaccine:

1. If you work in construction, you are a high priority to receive the vaccine.

2. You should get the vaccine even if you’ve had COVID-19.

3. Contact your state or county health department, doctor’s office, local pharmacy, or other vaccination center to schedule your appointment. In many parts of the country, you can obtain the vaccine as a walk-in patient.

4. Some authorized vaccines require two doses to be fully effective. Remember to schedule your second shot after receiving your first dose.

Getting vaccinated keeps your union sisters and brothers and your community safe.
## TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>04</td>
<td>General President’s Report</td>
</tr>
<tr>
<td>07</td>
<td>Life Membership</td>
</tr>
<tr>
<td>09</td>
<td>General Secretary-Treasurer’s Report</td>
</tr>
<tr>
<td>10</td>
<td>IUPAT International Staff Retirees</td>
</tr>
<tr>
<td>11</td>
<td>Incoming Leadership</td>
</tr>
<tr>
<td>12</td>
<td>iFTI</td>
</tr>
<tr>
<td>14</td>
<td>Updates for IUPAT Trainers</td>
</tr>
<tr>
<td>15</td>
<td>Job Corps</td>
</tr>
<tr>
<td>16</td>
<td>Workplace Training, Education &amp; Safety</td>
</tr>
<tr>
<td>19</td>
<td>Members in Action</td>
</tr>
<tr>
<td>20</td>
<td>Government Affairs</td>
</tr>
<tr>
<td>22</td>
<td>Organizing Update</td>
</tr>
<tr>
<td>24</td>
<td>Community Investment</td>
</tr>
<tr>
<td>28</td>
<td>Political Action</td>
</tr>
<tr>
<td>34</td>
<td>Recognition</td>
</tr>
<tr>
<td>40</td>
<td>Pensions Department Update</td>
</tr>
<tr>
<td>42</td>
<td>Retirees</td>
</tr>
<tr>
<td>45</td>
<td>Member Organizing</td>
</tr>
<tr>
<td>46</td>
<td>2020 Audit</td>
</tr>
<tr>
<td>62</td>
<td>In Memoriam</td>
</tr>
</tbody>
</table>

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**Painters & Allied Trades Journal**  
**Summer 2021 | Vol. 140 | No. 2**

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TEXT **IUPAT** TO **33222**
After eight years as IUPAT General President, Kenneth Rigmaiden is retiring. Communications Director Ryan Kekeris sat down with him to reflect on his many years with the IUPAT.

Will you tell us a bit about your upbringing?

I had a great life growing up in California. I was born in San Jose, but grew up in East Palo Alto. It was a great area and place to live, great teachers and school, all of the things that a person needs.

I moved when I was in about the 8th grade to San Jose, where I went to high school. I went to college at San Jose State and eventually transitioned into the building trades because of my father, Charles Rigmaiden.

Your father was a big influence for you. Can you describe what he did and what his impact was on you as a leader?

My dad was a carpenter. As a carpenter, he was a floor covering installer—mainly a hardwood floor covering installer. I had a point where I had to figure out what I wanted to do. At the time, the hardwood floor industry that my father worked in was very slow, but the resilient floor covering industry was booming. So I talked to my old man and was able to get involved in the IUPAT. I remember my father coming from the union hall after work and telling us what he was doing at his union meetings. In those times, a person who looked like me had a little bit of trouble becoming a member—even in California. The things that I learned from him—how to persevere, how to keep fighting for yourself because you’re just as good as anybody else—are things that helped me get to where I am today.

How did you first get into leadership at Local Union 12?

My first local union was Local Union 1288. In the Bay Area at that time there were three floor covering locals—Local 1288 out of San Jose, Local 1235 out of San Francisco, and Local 1290 out of Oakland. We worked everywhere. I could be working in San Francisco, I could be working in Oakland, same thing for the other members. But we had all different pay rates and different training programs and different pension rates. It was just a mess and we would argue with each other, and we certainly didn’t have time to argue with each other.

We really should have been doing something to help the union grow, and we weren’t helping with all these convoluted pay rates, all these convoluted pension rates, and all these convoluted different training programs. We had to do something. With the help of the General Executive Board, we were able to merge those three locals and I became the Business Manager of Local Union 12.

At some point, I caught the attention of the International. A Regional Vice President, a guy by the name of Jim Williams out of District Council 21, was a mentor of mine. He really took an interest in me and the work that I was doing. At some point, people started suggesting I become a member of the IU General Staff, which intrigued me. I still felt I had work to do in my Local Union, because at that point we were still going through the process of full affiliation. I wanted to make sure that we got that done before I considered anything. We worked hard to get that process finished and merged into what became District Council 16.
You served in a variety of elected and staff roles at the IUPAT before becoming our General President. Can you talk about them a bit?

The first title I was given when I came to Washington was Assistant to the General President. That position covered a whole lot of things. I was primarily handling our jurisdiction and all the different contracts that we have from the IUPAT (our General President’s contracts). We have a bunch of those. We also had different contracts that came from North America’s Building Trades Unions (NABTU), from the AFL-CIO, and from other outfits where we were partners in these various contracts.

At some point I moved over to the Job Corps program, which was a really exciting opportunity for me. When you think about that work, it’s supposed to be helping a lot of people who haven’t had many opportunities. So, you may be looking at people of color or people who are from a poor background, which could be anybody. Working in the Job Corps program really gave me perspective that I tried to draw on when I became General President.

What was it like becoming IUPAT General President?

I go back to my father and my father-in-law—in my opinion, either of them could have easily been on a staff of an international union. My father, Charles, was a carpenter; my father-in-law, Marion Amaker, a cement mason. They both had the smarts and the ability but maybe not the opportunity. I was very proud that my father was able to see me elected as the General President of the IUPAT. The notion of perseverance I got from him and my mother. They both instilled in me that if you’re good enough to do the job, you’re good enough to do the job—regardless of what you look like. I got that from them.

As a youngster, I was around when Martin Luther King and Bobby Kennedy were murdered. I was old enough to participate in some of the protests. Last summer, during the Black Lives Matter protests in DC, I said, “This looks like America.” For some reason, in my head and in my heart, I think that maybe it’s getting better. More people have opportunities and more people are speaking up and taking a stand against injustices.

One of the hardest parts of being General President is keeping the door shut. When I say keeping the door shut, I mean that you have duties that you have to do … but you also have staff that have duties to do and sometimes they have to have your attention. It’s a balancing act and it’s a challenge. I wish I could talk to every person on the staff all the time, but you just can’t. And I struggled with that a little bit. I had to learn to trust others and to delegate effectively.

What kind of advice do you have for our new leaders coming in?

This kind of transition that’s happening is highly unusual in any labor union. I’m so proud to be a part of that transition. For about the last several months, I’ve been having these kinds of conversations with my successor.

You can do the work for so long and then all the sudden you still feel you can do the work, but someone may have a little more energy and a little more drive to do the job. And I’m so glad that I sure as heck figured that out for myself, and it looks like a lot of my Executive Board figured that out, too. At a certain point, it’s time. Just like any leader and just like any group, if you have people who want to do the job and want to do something for their organization, you need to step aside. They will do a great job. The incoming General Executive Board is going to be fine, and all they have to do is make sure that they stay focused on their duties—that not only the Board stays focused, but the staff stays focused.
What advice would you give a young person on how to get involved?

You know you can be in a labor organization and talk about politics—how they affect you as a union member, but also how they affect you as a community member. They’re not separate. It’s all together. You’re a union member and you’re also a community member and you have to learn to look at all sides of everything. We’re all in this together.

And my recommendation to a person who wants to try the trade of the IUPAT—whether you’re a painter, floor coverer, glazier, architectural metal and glass, any of the trades that we represent—come join. Learn about it. Understand what it means to be in a building trades union.

In order for us to grow and to be resilient, we have to be willing to listen. We have to be willing to listen to what issues are impacting our union and impacting our community, our states, and our countries. The labor movement is everywhere around us and we have to organize at home and at work if we want our union to grow.

I would like to thank my wife, Kenya; our daughter, Rashida; and our son, Charles, for their constant love, devotion and encouragement. In 1997, everyone made the journey from our home state of California to Virginia to support me. I will forever be grateful for everything that you all have given me. My love for each of you extends beyond words.

Ken Rigmaiden
General President
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.
The IUPAT Mobile Member Portal (MMP) 4.0 is now available!

You Can Now View Your:
- Benefits
- Certifications and Completed Courses
  - With an option to email to employers
- Digital Membership Card
- Dues
- Meeting Notifications
- News and Events
- Pension, Including Work Hours for the Previous 12 Months

You Can Now View and Edit Your:
- Address
- Contact Information
- Demographics
- Spoken Languages
- Member I.D. Photo
- Work Status

Download and Create an Account (New Users)

1. Scan this QR code with your phone’s camera to download the IUPAT Mobile Member App, or
2. Visit the Google Play Store or Apple iTunes and search for IUPAT. Direct links are available at mmp.iupat.org.
3. Open the app and click Create Account on the bottom.
4. Enter your Member ID (located above your name on the front of this Journal), your Last Name and Date of Birth to Validate your account.
5. Finally, enter your Email and Create a Password, then Login.

Already have an account?
Update/download the most recent version to see all of the new features.

Please contact your district council with questions.
This will be my last article for the Painters & Allied Trades Journal, as I will be retiring effective October 1, 2021. It has been a great honor for me to serve as your General Secretary-Treasurer for the past 19 years. Having served our Union in various elected positions and appointed positions for the last 35 years, I hope I was able to leave our Union a little better than I found it. I am grateful to our Union for all it has done for my family and me.

In my over 45 years as an IUPAT member, and over 50 years in the painting industry, I have seen many seasons of change in our Union and our industries. We now approach another season of change, as is inevitable with the passage of time.

Four General Executive Board members and a few other executives will be retiring soon, which paves the way for a new generation of leaders to take the mantle and move our Union forward. I have worked with the new leadership team and have great confidence that all of them have the heart and the smarts to serve our members well, and move our Union into that “bold future” we all envision.

In the last issue of the Journal, I wrote to you about the importance of passing the PRO Act and a very substantial infrastructure bill. These two bills remain the priority. The window to get them passed is now, before the mid-term elections next year. The PRO Act will finally give us some meaningful labor law reform, and make it easier for workers to organize a union. The current laws are stacked against us; this reform can pave the way to increase market share, work opportunities, and collective bargaining strength. The infrastructure investment not only makes much needed improvements to all the vital infrastructure of the nation, but would create jobs in our industries for many years to come.

Regardless of your political views, these two bills are important to every union member and their families. Now is the time to speak up and demand that our political leaders make these two bills law. Our future can be positively or negatively affected, depending on the outcome of these bills.

As I prepare to transition to retirement, I want to thank my family for the sacrifices they have made in order for me to pursue my career. I promise you that I will remain an activist for the IUPAT. I truly love this Union, its members, and what it stands for. I will always pray for our Union and for God to guide our future leaders.

Please continue to fight the good fight, and God bless you!

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charlie Harris</td>
<td>IUPAT (1984-2020)</td>
</tr>
<tr>
<td>Carolyn Henderson</td>
<td>IUPAT (2007-2020)</td>
</tr>
<tr>
<td>Jeanette Johnson</td>
<td>IUPAT (1993-2020)</td>
</tr>
<tr>
<td>Byron Mackall</td>
<td>IUPAT (2006-2020)</td>
</tr>
<tr>
<td>Robert Porto</td>
<td>iFTI (1974-2020)</td>
</tr>
<tr>
<td>Linda Williams</td>
<td>IUPAT (1999-2020)</td>
</tr>
</tbody>
</table>

Charlie Harris joined the IUPAT as a Comptroller in 1984, became Assistant to the General Secretary-Treasurer in 1995, and held the position of Executive Assistant to the General Secretary-Treasurer from 2002 until his retirement.

Carolyn worked in the Accounting Department, where she performed accounts payable and accounts receivable functions for the IUPAT and affiliated funds.

Jeanette worked in the Membership Department, where she maintained membership records and processed Life Membership requests.

Byron was the Building Superintendent for the IUPAT’s Hanover Campus (which includes the IUPAT International offices, the International Finishing Trades Institute, and the IUPAT Residence Hall) throughout his career at the IUPAT.

Robert joined the staff of the International FTI in 2006 as an Apprenticeship & Training Representative, a position he held until his retirement.

Linda worked in the Membership Department, where she maintained membership records and processed IUPAT Death Benefit claims.
**INCOMING LEADERSHIP**

As we thank and honor outgoing General President Ken Rigmaiden and General Secretary-Treasurer George Galis, we congratulate and welcome their successors:

**Jim Williams, Jr.**

Jim Williams, Jr. will take the reins as General President upon Ken Rigmaiden’s retirement. Williams began his career with the IUPAT in 1998 as a glazier with District Council 21/Local Union 252 in Philadelphia, Pennsylvania. He was appointed as the Assistant to the General President in 2002 and served as the Regional Organizing Coordinator for the IUPAT Eastern Region. In 2011, he was appointed to the position of Organizing Director. In 2014, Mr. Williams was elected as the General Vice President at Large/Organizing during the IUPAT’s 31st General Convention, and was re-elected at the 32nd General Convention in 2019.

“With Jim leading our Organizing Department for the last decade, he has shown the leadership it takes to be the next General President of the IUPAT,” said GP Rigmaiden. “The relationships he has developed with our BM/STs and within the labor movement have set the IUPAT up to continue to be a recognized leader in the AFL-CIO and Building Trades. Jim’s vision for the growth of our union through organizing exemplifies the future of our organization. The IUPAT is in good hands.”

**Gregg Smith**

Gregg Smith will take the helm as General Secretary-Treasurer when George Galis retires. Smith is a fourth-generation painter and 29-year member of the IUPAT. His first position of leadership came in 1997 as a Business Agent for District Council 58/Local Union 32 in West Frankfort, Illinois. Later that year, he ascended to Business Manager/Secretary Treasurer of District Council 58. During his 23-year tenure as BM/ST, Mr. Smith sat on numerous trust funds and labor-management funds. In September 2020, Smith was appointed as General Vice President at Large.

“I have known Gregg Smith for almost 25 years,” said GST Galis. “As our most experienced BM/ST, leading District Council 58 over the better part of that time, he has proven time and time again to put the membership first and lead by example. I couldn’t think of a more competent and capable replacement as our General Secretary-Treasurer than Gregg Smith. His experience in day-to-day management of District Council 58 will prove invaluable in his ascension to GST.”
Summer is here and so is the heat. Work safely.

- Bernie Mizula, iFTI Director of Health and Safety

Summer is here and with it, IUPAT members will be at increased risk of heat stress. Heat Stress is a term used for factors that can cause a person’s body to “heat up” beyond its normal core body temperature of 98.6°F. Heat stress factors include exposure to certain environmental conditions (e.g. hot temperatures, humidity, still air, etc.), type of work clothing worn (clothing that may prevent sweat from evaporating and heat to build up such as coveralls or Tyvek suits), and the metabolic heat created by our bodies burning calories to conduct work (harder, more intense work means the body produces more heat).

These heat stressors contribute to the body’s net heat load or heat gain. Luckily, our bodies can tolerate slight core temperature changes and have a great ability to dissipate heat. However, if the heat gain increase is greater than 1.8°F, it puts us in harm’s way. When the body is subjected to heat stress, it undergoes “heat strain,” a physiological process used to get rid of the excessive heat to keep our body’s core at its ideal temperature; in other words, our body tries to maintain heat balance. When the net heat gain that a worker experiences starts to out-pace their body’s heat balancing ability, they may suffer a heat-related illness (HRI). These HRIs include heat fatigue, heat rash, heat cramps, heat exhaustion, syncope (fainting) and the most serious, heatstroke.

While some HRIs may have minimal impact on workers’ health and can quickly subside if properly treated (such as heat fatigue or heat rash), others can be deadly (such as syncope and heatstroke). Once a person experiences an HRI, they can become more susceptible to heat stress and be at increased risk of developing future HRIs. Other factors that may contribute to the onset of an HRI include underlying health and/or physiological conditions, not being acclimated (a process of gradually getting someone used to heat stressors), pregnancy, diet (food and drink affecting hydration), and use of some over-the-counter/prescription medications.

Many work environments could have heat stress risk. Construction workers, however—especially on sites with high heat stress environments (e.g. summer work, direct sunlight, humid air, high workloads, restrictive clothing, etc.)—are at an elevated risk for suffering HRIs (including death from heat stress).
A 2019 Center to Protect Workers’ Rights (CPWR) study showed that construction workers accounted for over a third of the 285 on-the-job heat stress-related fatalities between 1992 and 2016 (75 percent of these fatalities occurred in the summer months). According to the National Institute for Occupational Safety & Health (NIOSH), heat stress also puts workers at elevated risk to other health and safety job-related issues, including accidents, ailments of the heart, lungs, kidney, and circulatory and reproductive systems.

And if all of this was not enough, studies from the National Aeronautics and Space Administration (NASA) have shown that heat stress can reduce work productivity and accuracy. This is a good place to consider the heat stress factors IUPAT trades may face. In addition to hot environments, other factors that may put IUPAT members at an increased risk include working in confined or enclosed spaces which may not be air conditioned, working near materials that can radiate heat (such as concrete walls, glass or metal structures), use of protective clothing ensembles while blasting or applying coatings, and the often repetitive, intense work.

Now, the good news! There are some simple heat stress controls that employers and health and safety professionals can implement to reduce your risk of suffering an HRI. These include assessing a work environment for heat stress factors, using engineering controls (such as fans or air conditioning where possible), administrative controls (such as implementing a work/rest schedule based on adjusted Wet Bulb Globe Temperature (WBGT) and metabolic workload), acclimating new workers, working in shade (or during cooler parts of the day, etc.), selecting clothing that allows for heat to dissipate (when possible), and training and providing workers the opportunity to drink plenty of water. Ideally, an employer should have a written Heat Stress Program outlining how they will assess, control and communicate heat stress on their worksite(s).

While there currently is no Occupational Health and Safety Administration (OSHA) heat stress regulation, OSHA does state that employers can be cited under the general duty clause, related standards, and some state-specific standards for heat stress issues. NIOSH has created criteria for a recommended standard for occupational heat stress, which was revised in 2016 and provides excellent guidance for employers to reduce the impact of heat stress on their worksites.

The iFTI has a train-the-trainer and 4-hour worker course on heat stress covering what heat stress and HRIs are, how to assess heat stress, and how to implement controls to reduce workers’ risk to HRIs.

If you have questions or concerns about heat stress, you may contact the iFTI at EHS@ifti.edu.

**Find More Information on Heat Stress and How to Reduce your Risk**

- OSHA’s heat stress webpage: www.osha.gov/heat-exposure
- NIOSH has a heat stress webpage and heat stress app: www.cdc.gov/niosh/topics/heatstress
- You can also find information on the CPWR website. Search “CPWR” and “working in hot weather.”
UPDATES FOR IUPAT TRAINERS

**Foreman Training Available in Spanish**

During the month of March, the iFTI worked with Idea Translations, a provider of translation solutions, to translate the COR 1201 Foreman Training e-learning module to Spanish (SPN 1201 Formacion para Capataces). While this type of work can be extremely time-consuming, Idea Translations was able to use its own language experts and our already developed module in Articulate 360 to translate all text and narration in the current module and republish the module in Spanish. District Council 36 provided Spanish language experts to review and approve the translations side by side with the current English version to ensure the module content remained clear and valid for Spanish-speaking members.

The iFTI will be looking to provide additional module translations, in Spanish or another primary language, for members in certain regions where English is a second language. Focusing primarily on the health and safety curriculum, translation of e-learning modules can ensure a safer workplace, standardized content, fewer communication and on-the-job errors, and even an increase in productivity and employee engagement. SPN 1201 Formacion para Capataces is on the iFTI LMS now.

**New and Updated Courses/Programs of Study**

The iFTI continues to update and expand curriculum on a near-monthly basis. Visit www.iFTI.edu and click on the LMS tab to see more.

**New Courses**

- **COR 1049 Presentations that Work in a Virtual Environment** — This online training course includes tools and techniques to help you determine what the virtual audience wants and needs, methods to gauge their needs, and a structure for organizing and formatting a good presentation. You will learn that for virtual presentations, the preparation is actually similar to traditional live presentations.
- **COR 1254 California Employee Harassment Prevention (SB1343)*** — Replaced online lessons. Now part of the Vubiz bundle.
- **COR 1232 Coaching for Better Performance*** — Part of the Vubiz bundle.
- **SPN 1217 Comunicaciones de Negocios*** — Part of the Vubiz bundle.
- **SPN 1201 Formacion para Capataces**
- **SPN 1260 Manejando el Estres*** — Part of the Vubiz bundle.
- **C21 1143C MEWP Operator Training (Classroom-DC 21)**
- **C36 1143C Mobile Elevated Work Platform (MEWP) (Classroom-DC 36)**
- **C36 1158 Personal Protective Equipment (Classroom-DC 36)**
- **COR 1233 Project Management: The Basics*** — Part of the Vubiz bundle.
- **COR 1155C Refinery Safety Overview (RSO) (CERTIFICATION)**
- **COR 1049 Presentations that Work in a Virtual Environment*** — Part of the Vubiz bundle.

**New Resources on Falls, Struck-By Incidents**

In support of Falls Stand-Down and Struck-By Stand-Down campaigns, CPWR added new infographics on topics such as Working on Existing Decking and Best Practices for Safe Crane Lifts, and conducted a series of webinars that are now available on-demand. Learn more about each of these leading causes of fatalities and injuries at the Stop Construction Falls website and the Struck-By Hazards web page at www.CPWR.com.
Side by Side

IUPAT District Council 3 and Job Corps have partnered to form a program called Side by Side. Excelsior Springs Job Corps Center (Missouri) Painting Instructor Jeremy Jackson created the program to lay out a working plan for our younger generations to succeed in the union. After Job Corps Field Coordinator Michael Anderson gave the green light to begin laying the foundation for the program, iFTI Apprenticeship & Training Representative Dan Hink and DC 3 Director of Training Chad Dalton met with Jackson to develop the structural guidelines of the program. DC 3 Business Agent Dave Cox represented the voice of District Council 3 on guidelines for apprenticeship wage.

Side by Side is offered to any Job Corps student in the painting program who has shown interest and the ability to continue a career in the union. Once the instructor feels the student is ready for the field, they are connected with a contractor who has agreed in advance to the Side by Side terms, which include a number of on-the-job training hours and related instruction online hours set by the director of training. The student then receives a letter of intent from the contractor to be presented to the local union and Apprenticeship Program. Once this step is complete, the student joins the union as an apprentice and begins working in the field, receiving on-the-job training, apprenticeship wage, and full union benefits, while simultaneously completing the requirements for the Job Corps program.

In order for the program to succeed, the contractors need to take a leap of faith. Insco Industries in Kansas City, Missouri, took that leap. Insco’s Coatings Division Estimator Jeff Wilson said, “Insco is proud to be the first contractor to be involved with this program. As a union contractor, one of our main hurdles is finding qualified young people who have the initiative to learn painting and coatings. I think the program will help to solve that issue and allow opportunities for young people to begin a career in a skilled trade.”

The International Union of Painters and Allied Trades and Job Corps are committed to working “Side by Side” to support students in advancing to a successful career.

Hubert H. Humphrey Job Corps Center Success Story

While 2020 didn’t go the way anyone expected, Hubert H. Humphrey Job Corps Center Painting Program graduate Chaw Sien was able to find a job as a hand stain applicator at Artistic Finishes in Roseville, Minnesota. Sien works with two other Humphrey JCC graduates, which has made the transition a lot smoother.

Humphrey JCC Painting Instructor John Kaiser spoke about Sien with admiration. “At that time, Chaw was the only female in the trade. She never had any issues working in a male-dominated workplace. It didn’t matter what project Chaw worked on; she’s always felt part of the team. She is excited that she can see a future for herself and loves the work she is doing.”

Sien has been working at Artistic Finishes for over a year and has received 2 wage increases in that time. She continues to love the work she is doing, and is a valued employee at Artistic Finishes.

See Sien’s story by searching “Paint Your Own Path With Job Corps Chaw’s Story” on YouTube.
DC 4 Glaziers Getting Certified

In April 2021, District Council 4 glaziers took their Architectural Glass & Metal Technician (AGMT) exams at the FTI of Western & Central New York. DC 4 is proud to have 8 percent of its glaziers certified, with another batch scheduled for testing this fall.

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

Life-Saving NARCAN Training Administered to District Council 21 Staff

In April 2021, District Council 21 glazing stewards and executive board members received NARCAN training from the City of Philadelphia. They learned how to administer this life-saving medicine to someone experiencing an opioid overdose.

“The opioid crisis has affected many in our community,” explained DC 21 Business Manager/Secretary-Treasurer Joe Ashdale. “We knew that having this type of training was critical for the health and safety of our members and our communities as a whole. We hope that our staff will never have to use this training, but if they do, they will be prepared.”

District Council 21 and the IUPAT are proud to provide resources to prevent substance misuse and suicide through the IUPAT Helping Hand. If you are struggling, you aren’t alone. Help is available.

Learn more at www.IUPAThelpinghand.com.
DC 38 Glazing Apprentices in Tradetalk Magazine

District Council 38 apprentices were chosen for the cover and profiled in a feature article in the Spring 2021 issue of Tradetalk magazine.

The photoshoot was conducted with the March Level 1 Glazing apprenticeship class at the Finishing Trades Institute of British Columbia (FTI of BC) in Surrey. The article spotlights how DC 38, the FTI of BC, and other union training schools continued to provide a great education to students while remaining safe during the COVID-19 pandemic.

“When we got to the end of December, we collectively breathed a sigh of relief. But, of course, we’re right back into it again,” FTI of BC Director of Training Paddy Byrne told Tradetalk. “We think we’ve kind of found our COVID-19 groove. I do have to comment on how adaptive the students have been and how willing to abide by the protocols. They’ve all been terrific.”

DC 77 Local Unions Launch New Apprenticeship Training Site

In February 2021, District Council 77/Local Unions 226 and 437 opened an apprenticeship and training center in Athens, Tennessee.

DC 77 partnered with Operating Engineers Local 917, and district council staff and members from both locals volunteered to set up this site. They built a containment for sandblasting and spray painting, prepped and painted connex, and built shelves to organize paint and equipment. Apprentices also prepped and painted the operators’ equipment to give them the hands-on experience they need while learning.

“I am proud of the members of these two locals for coming together and stepping up to help us get this accomplished. This proved that when we all join together, we can achieve anything,” said LU 226 and 437 Business Representative Juli Prill.
District Council 81 Members Participate in First Aid Training

District Council 81/Local Union 246 Safety Instructor Jason Drummond taught a First Aid/CPR class to members of Local Unions 502, 581 and 676 at DC 81’s training center in Milan, Illinois, earlier this year.

FTI of DC 91 Expands CAS & NACE Training

The Finishing Trades Institute of District Council 91 has worked hard to produce a level of training that is consistent throughout the council. To help with the associated costs, the LMCI has awarded the council a grant to move the industrial program in Evansville, Indiana, to the next level. The funds will allow DC 91 to offer CAS and NACE CCA training to members, which will increase its market share in the industrial sector.

The testing and certification training will be offered to the entire DC 91 membership and individuals in the southern region. Although DC 91 previously offered CAS in two other locations, it’s been hard on the membership with travel and hotel expenses, so the changes will ease that burden.

There are also plans to add a more modern blast facility and equipment for the membership, which are expected to be ready for classes in the fall of 2021.
MEMBERS IN ACTION

DISTRICT COUNCIL 7 | WISCONSIN, MICHIGAN

Greater Milwaukee Auto Show Puts Members Back to Work in Wisconsin

Several District Council 7/Local Union 770 members were able to get back to work setting up the Greater Milwaukee Auto Show in May 2021.

While the event (which took a break last year due to the pandemic) was smaller, shorter and in a different location than usual, it still required a lot of work to stage an array of COVID-19 safety-compliant activities. A smaller event meant that only one-fifth of the crew was needed this year, but DC 7 remains optimistic and hopeful that these first steps will soon have us back to where we once were.

DISTRICT COUNCIL 711 | NEW JERSEY

Atlantic City Hard Rock Hotel & Casino

Members of DC 711 recently painted the helipad on the parking garage roof of the new Hard Rock Hotel & Casino in Atlantic City.
The goal of the Government Affairs team is to align our political and advocacy work to ensure we are able to organize workers and job opportunities in our industry for our members. In order to be effective, our advocacy in Washington D.C. and in statehouses across the country, our member engagement and mobilization, and our electoral political work must all be connected and coordinated.

As President Biden and a Democratic Congress reach the six-month mark of the first year, we continue to work on Capitol Hill to pass an infrastructure package, labor law reform, labor standards for green energy tax credits, and a pathway to citizenship for our immigrant brothers and sisters. We must do all this alongside planning for mid-term elections.

**PRO ACT**

Passing the Protecting the Right to Organize (PRO) Act continues to be the top priority of the IUPAT at the national level. Labor law has not had a significant upgrade in over 70 years, and most changes have been tilted against workers. President Biden used his first joint address to Congress in April to call on Congress to send the PRO Act to his desk. That same week, the IUPAT took part in the AFL-CIO's Week of Action on the PRO Act, where over 700 actions—ranging from letters to the editor to car caravans—took place.

The PRO Act passed in the House 225-206 on March 9, 2021, with the support of 220 Democrats and 5 Republicans. 47 Senators (46 Democrats and 1 Independent) are co-sponsors, and the IUPAT is leading the efforts to get the remaining three Democratic Senators (Mark Warner [D-VA]; Mark Kelly [D-AZ]; and Kyrsten Sinema [D-AZ]) to co-sponsor the legislation. District Council 51 (Maryland, Virginia, Washington, DC) and District Council 36 (Southern California, Arizona) are taking the lead with allied organizations and other unions to ensure the Senators hear from voters at home about the importance of the PRO Act.

A public sector companion to the PRO Act, the Public Service Freedom to Negotiate Act, has been introduced in past years. The bill would provide for public employee collective bargaining, among other protections, in all states. The IUPAT will support this bill—or any bill—that will ensure rights for all workers, including those in the public sector.

**INFRASTRUCTURE**

A true recovery must include robust federal infrastructure spending that will put our members to work. In March, President Biden proposed one of the most sweeping investments in America’s infrastructure in generations, and Congress began the work of drafting legislation to fulfill his vision. During this Congress, the House and Senate will likely pass two smaller surface transportation packages that are not the full vision of President Biden, but are higher funding allocations for surface transportation programs.

The IUPAT strongly supports the passage of a comprehensive infrastructure package that includes anti-corrosion projects for bridges and water/wastewater systems, as well as upgrading our schools, transportation systems, and public buildings; and finally, that must include labor standards like prevailing wage and protections against misclassification and wage theft.

IUPAT members are vital in ensuring any investment in infrastructure will be built to last. Many of our tradesmen and women are glaziers who work on the front lines of transitioning older buildings to be more energy efficient through the retrofitting of buildings with high-performance windows that reduce heating and cooling loads. Members of Congress are working to pass bills that will incentivize a greener energy production economy and we are demanding that jobs created from these programs and incentives be good, quality jobs that pay prevailing wages, utilize registered apprenticeship programs and include provisions for local hires. Should there be a larger infrastructure bill passed this Congress to include non-traditional infrastructure (such as retrofitting buildings, housing programs and green energy production), IUPAT members will be a part of the discussion.

To underscore the importance of our infrastructure priorities, district councils participated in office visits, in district meetings with Congressional members and staff, and a national “call in” day during the May 10th United for Infrastructure Week of Action.
IMMIGRATION

The IUPAT continues to lead a coalition of unions working together to push for immigration reform. Many of our members are in mixed-status families and they need and deserve a pathway to citizenship.

Given the current political climate, much of our work is focused on expanding Temporary Protected Status (TPS) and Deferred Action for Childhood Arrivals (DACA) programs. This Congress, the House of Representatives passed the Dream and Promise Act. If passed by the Senate, it could provide permanent protection and a pathway to citizenship for immigrant youth and TPS and DED (Deferred Enforced Departure) holders. In the Senate, we have worked to add support to the bill providing a pathway to citizenship for TPS holders, the Safe Environment from Countries Under Repression and Emergency (SECURE) Act. The administration recently granted TPS to Haitian immigrants in the United States because Haiti is unable to provide general government services to returning citizens and Congress failed to pass this legislation.

Our work in this space is a great example of where our organizing, political, and legislative advocacy efforts are very closely connected. The Government Affairs team is working with the Organizing team to educate staff and leaders in the Executive Branch, including the Department of Labor, about the exploitation of immigrant workers, particularly when they are advocating for their rights as workers.

UNEMPLOYMENT INSURANCE

Government Affairs has been working to ensure, at the federal level, that our members in the particularly hard-hit trade show industry have access to extended unemployment benefits. As the country starts to get back to more in-person activities—including conventions and events—we know it will still take time to get back up to pre-COVID levels, and our members in the industry need to be protected and supported.

CONCLUSION

Our pathway to achieving our priorities has never been more clear or promising. To get our priorities passed in deeply divided Washington D.C., we must continue to work in states to contact members of Congress from both parties to explain the importance of the issues to their constituents, and to let them hear directly from workers.

IUPAT RAN

The IUPAT Rapid Action Network, or IUPAT RAN, is the IUPAT’s latest effort to keep you informed on the latest issues that matter most and the actions that you can take to help us get things done.

The IUPAT RAN is our activation tool around urgent, time sensitive issues that affect you and your fellow members’ work, training opportunities, and the construction industry.
Since the passing of the National Labor Relations Act (NLRA), or Wagner Act, in 1935, no other bill has been passed to address the rampant inequalities of bargaining power between employers and employees. With the passage of the NLRA, the National Labor Relations Board was established to prosecute violations of labor law and to oversee the process in which workers decide whether to be unionized or not. With the help of the NLRA, from 1935 to 1947, union membership grew by over 10.8 million in North America.

In 1947, things started to change and politicians began passing legislation that chipped away at what the NLRA had done for working people. This string of legislation started with the Taft-Hartley Act, which allowed for the creation of Right-to-Work laws around the country, limited union ability to strike, stopped secondary boycotting, and more. Currently, 27 states have enacted Right-to-Work laws. In many of those states, unions have been weakened, wages are stagnant, and benefits for working people are hard to come by.

Right now, we have a chance to pass the first piece of legislation that would level the playing field for working people in almost a hundred years, give unions the chance to grow again, and help unions do what they do best—improve people’s working conditions. We can stop the race to the bottom that misclassification and Right-to-Work have created in our industry.

**HERE’S HOW THE PRO ACT HELPS US ORGANIZE:**

1. It protects employees’ rights who have multiple employers by defining joint employer relationships, which we see often in construction through temp services and labor brokers.
2. It ensures employees are not misclassified as independent contractors by clarifying the definition of employee to anyone that performs services.
3. It makes captive audience meetings, held by employers to persuade employees against joining or voting for a union, illegal.
4. It facilitates an initial collective bargaining agreement after an election. Many times, employers do not bargain in good faith after an election and often stall for years. The PRO Act will fix that by mandating that an agreement is made.
5. It improves protections of workers’ rights by making all back-pay mandatory for employees wrongfully terminated by their employer. It also adds a fine of two times the back wages in liquidated damages.
6. It makes employers subject to civil substantial penalties for violating the NLRA.
7. It removes the limitation of secondary strikes. The NLRA currently prohibits unions from engaging in “secondary” picketing, strikes, or boycotts, where workers of one company would picket, strike, or support a boycott in solidarity with another company’s workers to improve wages or conditions.
8. It removes employers’ right to sue unions for conducting secondary strikes and boycotts.
9. It repeals Right-to-Work laws across the nation, all at once.
Tito Contractors (District Council 51): Over eight years ago, workers at Tito Contractors won an NLRB election with the help of District Council 51 (Maryland, Virginia, Washington, DC) and DC Jobs With Justice. As of 2021, Tito Contractors has yet to bargain and has committed numerous NLRA violations that have still not been resolved.

In 2013, employees of Tito Contractors approached DC 51 about forming a union to combat abusive and unjust working conditions. With the support of DC 51 and DC Jobs With Justice, the employees formed an organizing campaign. The majority immigrant workforce of Tito Contractors successfully voted for union representation with DC 51.

While under oath before the National Labor Relations Board, Tito workers testified that supervisors threatened them with deportation, loss of equipment, and termination — oftentimes using their immigration status to frighten and humiliate them. The workers won that case before the National Labor Relations Board and successfully won a lawsuit against Tito Contractors.

Despite losing two separate cases and its employees voting to unionize, Tito Contractors has successfully stalled for nearly eight years. Many of the employees who were illegally fired and retaliated against were ordered by the National Labor Relations Board to be reinstated and to be paid for the back wages they were owed. Tito Contractors has explored every possible avenue available to avoid paying back the workers and to disrupt the union organizing process.

If the PRO Act were law, these workers would have had many more tools at their disposal to ensure that Tito Contractors bargained in good faith. The penalties for unfair labor practices would be higher and easier to enforce, and the NLRB would have much more authority to mandate that management bargain, including mandatory mediation to reach a first contract.

Omni Glass and Paint (District Council 7): As reported in the Winter 2020 Journal, over nine months ago, workers at Omni Glass & Paint (Omni Fab) in Oshkosh, Wisconsin, won an NLRB election with the help of District Council 7 (Wisconsin, Michigan).

Fed up with years of mistreatment, the workers in the fabrication shop at Omni Glass and Paint decided to form a union with the assistance of District Council 7’s Organizing Department. After months of hard work and organizing, those workers won the right to union representation. Even though the workers won the election and have the right to bargain with their employer, they have yet to negotiate a first contract with Omni Fab.

The PRO Act would create a process that would ensure that employees would reach a first contract within a period of two years. Time and again, workers across the country vote to exercise their right to collectively bargain and employers delay and obstruct because they know there’s no real penalty under our broken labor laws.
In April 2021, members of District Council 9 helped distribute personalized care kits filled with PPE, hygiene products and blankets at the Operation Spread Love event in Brooklyn.

The event, done in partnership with The Brooklyn Hospital Center, Connective Strategies, and 99 Solutions, was held to address a major need in a community hard-hit by the pandemic. Rates of unemployment, poverty and homelessness have spiked over the past year, with record numbers of homeless individuals accessing shelter services.

“As health care professionals, we see the need in our community. In New York and Brooklyn especially, we have a moral obligation to make sure the community’s needs are being met,” said Lenny Singletary III, Senior Vice President of External Affairs, Strategy & Marketing at The Brooklyn Hospital Center. “We are thankful to our partner organizations for working with us in such a selfless display of care.”

“Community is a cornerstone of DC 9,” added DC 9 Business Manager/Secretary-Treasurer Joseph Azzopardi. “Throughout the pandemic, and since our inception, we’ve taken it upon ourselves to care for and assist the communities where our members live and work. Those communities include the marginalized and homeless, who lack the resources or access to critical health care items necessary to survive the ongoing pandemic. We’re honored to be able to partner with these organizations to give back to the communities where we live and work.”

“Operation Spread Love is another example of how unions and grassroots organizations built by the community and for the community protect us in times of crisis. As a full-service community relations firm with reach across New York, we’re thankful to be in a position to provide relief to those in need,” said Tyquana “Ty” Henderson-Rivers, Founder, President and CEO of Connective Strategies. “We’re working alongside our community to ensure that all of New York will be able to thrive in a post-pandemic era.”

“This winter, traditional fundraising and community-driven donation events were curbed in an effort to stop the spread of COVID-19. This, while necessary, left the city’s homeless population without proper PPE and everyday necessities,” said Jacqui Williams, Founder and CEO of 99 Solutions. “The care kits purchased during Operation Spread Love will deliver the relief this community desperately needs.”
Keewaydin Community Center Gets a Fresh Coat of Paint

Earlier this year, apprentices from District Council 5/Local Union 427 repainted the exterior of the Keewaydin Community Center in Kennewick, Washington. The multipurpose facility is operated by the City of Kennewick Parks and Recreation Department.

District Council 78 Members Show Support for Fort Myers Police Department

The IUPAT proudly represents workers in many trades and fields, including those in the public sector.

In May 2021, members of District Council 78/Local Union 2301 joined the Keep FMPD rally outside Fort Myers City Hall to voice their opposition to the Fort Myers Police Department being absorbed into the Lee County Sheriff’s Office. DC 78/LU 2301 President Richard Jones addressed the council directly.

After hearing from several community members, the council decided against the merger.
District Council 51 partnered with Helmets to Hardhats (H2H) to support American Gold Star Mothers, Inc. (AGSM), a nonprofit of American mothers who lost children in service of the United States Armed Forces, in renovating its Washington, D.C. headquarters. The renovations will help the organization continue its mission of keeping the memory of their sons and daughters alive by working to help veterans, those currently serving in the military, their families and communities.

Helmets to Hardhats, a nonprofit organization that connects transitioning military service members with careers in the construction industry, provides services to other military-driven organizations such as AGSM. When H2H reached out for assistance with the ongoing renovations project, the staff of DC 51 and the FTI of Maryland, Virginia, and D.C. supplied the materials and workers to get the job done. The group of commercial paint apprentices had the opportunity to apply their classroom training on the job, repairing and repainting interior walls of the AGSM headquarters.

DC 51 and the IUPAT have the utmost respect for AGSM. Despite their tragic losses, these mothers continue to show the same devotion to the flag as their children once did. We must never forget their sons and daughters for making the ultimate sacrifice for this country.
In April 2021, District Council 30 coordinated three food drives to benefit three food pantries throughout North-Central Illinois.

DC 30 distributed nearly 2,000 pounds of donated food among Marie Wilkinson Food Pantry in Aurora, Midwest Food Bank in Morton, and Rock River Valley Pantry in Rockford. Each location also received a $1,000 check on behalf of the DC 30 membership.

“We are thankful for the donation of food and funding,” said Lisa Martin, Executive Director of Midwest Food Bank in Morton. “We so appreciate DC 30 partnering with us as we seek to help those facing food insecurity.”

The food drives were part of the IUPAT’s annual Community Day of Action initiative, when union members volunteer and give back to their communities.

Thank you to all of the members who participated in DC 30’s effort to give back to local communities.