A LOOK INSIDE:

- KNOW YOUR PENSION
- MEMBER EDUCATION
- BOYCOTT PPG
THE IUPAT FIGHTS FOR ALL WORKERS

Amidst increasing attacks on workers’ rights, it is important that our members have the facts on the important issues facing workers and our families. Now, more than ever, we must speak in a unified voice. To ensure clear and consistent messaging, we must always emphasize the following key themes to stakeholders in our industry:

EDUCATIONAL OUTREACH

The IUPAT offers exciting opportunities to anyone willing to put in the time and effort to learn the skills to succeed in the Finishing Trades. With the IUPAT, you can punch your ticket to the middle class.

ORGANIZING

While many employers are only looking out for their bottom line, the International Union of Painters and Allied Trades is looking out for you! We make sure all our members receive fair pay, proper training and work on safe job sites.

INFRASTRUCTURE

American infrastructure is crumbling. The IUPAT is dedicated to modernizing and repairing our roads, bridges, buildings, airports, water systems and the energy grid, all while providing good, high-paying union jobs to get the job done. We provide cutting edge skills and training to ensure our projects meet 21st century standards and beyond.

COMMUNITY INVESTMENT

The IUPAT is dedicated to building stronger communities for our members, families and neighbors. We donate thousands of hours and millions of dollars to charities and organizations in need, like the Boys and Girls Club; city beautification projects; and important social and civic causes.

JUSTICE FOR ALL WORKERS

The IUPAT stands with all workers, no matter where they’re from, in fighting for fair pay, safe work sites and proper job training. Women’s rights are worker rights. Immigrant rights are worker rights. It is that simple.

WORKPLACE TRAINING, EDUCATION & SAFETY

Worker safety is priority number one at the International Union of Painters and Allied Trades. We offer all of our members continual job training and safety instruction, while holding employers accountable when they fail to properly protect workers.

POLITICAL ACTION

Now, more than ever, we need to elect leaders who are going to stand up for workers and make sure our voices are heard in local, state and federal government. IUPAT holds our elected leaders accountable, working with candidates and elected leaders to protect our rights and values.
AGGRESSIVE IUPAT ACTIVISM IN 2019 LEADS TO FORMATION OF 2020 VISION

As I look back on the IUPAT’s amazing year in 2019, I see inspiring efforts from our district councils and members, who are leading the way in protecting America’s workers.

Together…

We stood up against IRAPs to protect our apprenticeships;
We organized against wage theft and worker exploitation;
We mobilized for pro-union candidates in elections across North America;
We geared up, trained hard, and prepared ourselves for the challenges ahead;
… and now, it’s time to FIGHT!

TO 2020 AND BEYOND!
THE IUPAT WILL GROW EVEN STRONGER IN THE FACE OF A RAPIDLY CHANGING INDUSTRY AND THREATS AGAINST WORKERS!

Industry experts at the LMCI and FIF contend that the next decade of the construction industry could bring major changes for the trades. The members of the IUPAT are ready to adapt to these changes and fight for the needs of working people!

As bridges, schools, and other public utilities continue to crumble and risk public safety, the IUPAT will continue to promote infrastructure spending, using top-notch political strategies and engagement.

Since the American Recovery and Reinvestment Act of 2009, which put so many of our members to work, Congress and the Administration have failed to reinvest in the work we do. We also haven’t seen any legislation passed on infrastructure spending in the last three years. We believe that through continued relationship building with Congressional leaders, and tactical communications, we get our issues in front of the eyes of decision makers. That’s exactly why the IUPAT has developed a strategic advocacy plan that will lift our voice on trade issues that directly affect our paychecks. We must be front and center when it comes to defining the connection between securing the funding needed for infrastructure improvements, development, and the financial health of our communities.

We cannot stand for political deadlock from elected officials. We will continue to push for funding that promotes and rewards quality work, because that’s what our members are trained and certified to do!

From essential public utilities, like bridges and waterways, to vital public buildings, like schools and housing, we want our members to know that there are opportunities for them to help build a better country from the ground up, and that there is funding to create job opportunities in all sectors. Where there is opportunity, you better believe, you’ll find the IUPAT!

By now, many of you have signed the IUPAT Activist Pledge, joined the fight, and pushed back against PPG paints and services. It is important, in fact, our union only lives on because of its active membership. As any corporation stands to threaten the strength and membership of our union, we stand ready to show customers in the industry that our work is the superior choice because our brothers and sisters have the experience to do quality, lasting work, are well-cared for and, in turn, care for their communities! In our modern construction landscape, there are corporations outside of the contractor community who are trying to lead owners and developers toward direct sales projects that value cheap and fast work over quality and safety. But we cannot, and will never, let that happen!
We’ll take up any fight against big corporations like PPG as they try to pull the trades to the gig economy. All workers deserve protection from a platform that could exponentially increase wage theft, negate workplace safety, and threaten the living wage that our members have worked so hard to earn!

Through superior skills and deep community relationships, we must tell the story that, even in a rapidly changing industry, a union job is the right choice; and that treating workers fairly and cost-efficient work are not in opposition to one another—on the contrary, they go hand in hand! A worker who is invested in and treated well works harder, better, and gives back!

The construction industry is currently facing two major problems throughout our combined jurisdiction in the United States and Canada. With a shorthanded construction industry, and a nation of youth hoping to grow into the workforce without the burden of college-debt, we have the chance to position ourselves as the solution to workforce development. We’ll show the public that the IUPAT is here to not only help fill the gap, but also train the next generation of skilled apprentices and workers. Post-secondary education of all types is valued, and anyone who puts in the work can attain a successful and sustainable career!

The work we do today will set the tone for the future of our union tomorrow, and I know that in the face of challenges put forth by changes in the industry, legislation that diminishes workers’ rights and benefits, or any obstacle they try to put in our way, we will remain strong!

We must stand together in solidarity, and fight back against attacks on our brothers and sisters, our livelihoods, our apprenticeship programs, and our retirements.

We’ve proven that when we fight together, as we have, we win. This is the year that will set the course for working families for the next decade!

FROM RESOLUTIONS TO SOLUTIONS, A PREVIEW OF 2020 CAMPAIGNS … AND MORE!

The 2019 IUPAT General Convention set the tone for an inspiring future and a very active 2020. Members from district councils across the United States and Canada joined together to identify the priorities of our union, strategize how to keep pace with industry, and energize us to hold everyone, from contractors to members of Congress, accountable for the rights of all workers.

Now we’re pushing those resolutions toward solutions through education campaigns, which teach members about how to take action on the issues that matter to our lives, our paychecks, and our families. We’ve already launched our activism campaign, getting members ready to mobilize for the fight ahead by signing the IUPAT Activist Pledge. Now, here’s a preview of a few of the 2020 campaigns that will help us accomplish those goals!

MOBILIZING FOR OUR RETIREMENT FUTURES

We’re now in the midst of our pension education campaign. It’s critical that our members know how to plan for their retirement future and understand the attacks on our multiemployer pension plans.

The IUPAT has the best retirement benefits in the industry. Only our collective power is strong enough to protect and defend this security for all families, and staying active within our union has a direct effect. By taking collective action and bringing more workers into the fold, we’re able to fight for our union on all sides, and we’re able to grow our Pension Fund.

Stay informed about the specifics of your retirement savings by downloading the Mobile Member Portal today, and visit the website for more information, at www.IUPATPension.org.

FIGHTING AGAINST ANTI-WORKER LEGISLATION

We resolved to fight anti-worker legislation and protect workers’ rights to organize! The IUPAT is excited to start our labor law reform campaign this spring. In many states controlled by an anti-union legislature, pre-emptive language exists to curb any advances we may make at the municipal level.

(continued on following page)
Project Labor Agreements and residency allotments that put IUPAT members to work cannot be put in place as long as these power structures exist. With politicians and corporate interests trying to tear us down, we need IUPAT members to know and track the laws that affect workers.

Our members have pushed our elected officials to support the PRO Act so that employers can no longer penalize employees for organizing, worker misclassification is treated like the crime that it is, and negotiations are no longer used as a tactical delay tool to hurt workers.

Through our advocacy and your unbridled support, that effort has now passed the House of Representatives and moved on to the Senate. We will soon see the true colors of those elected officials and the level of support and respect they show for our members and all working people.

INVESTING IN OUR NATION’S INFRASTRUCTURE

After this president’s failed infrastructure plan that put the onus back on underfunded states, three years of inaction in the Senate, and an unprecedented political blockade to House bills designed to put our members to work, we resolved to push forward in our focus on infrastructure, and continue to invest in programs, training, and certifications that will make IUPAT members more competitive than ever. Our union is excited to announce the launch of our infrastructure campaign this summer. We all deserve to have safe bridges, roads, and waterways—and IUPAT workers deserve to be the ones to build them. We’re done waiting. During our infrastructure campaign, we’ll let Congress know it’s past time to act on infrastructure.

PROTECTING ALL WORKING PEOPLE

We resolved to expand and broaden the voice of our member community by investing in accreditation practices, education campaigns, and leadership representation for women, youth, and immigrants. Later this year, we’ll launch our immigration reform campaign to fight for every worker in our jurisdiction. The IUPAT fights for ALL workers, including the immigrants in our workforce. We’ll educate our members on the legislation and practices that lift up all working people, no matter where they’re from.

We’ve got our work cut out for us, but we’re up for the challenge and you are, too. **Sign the IUPAT Activist Pledge to stay mobilized in the union.**

**Kenneth E. Rigmaiden**  
General President
For decades, anti-union forces have tried to:

- **Cut corners.**
- **Roll-back safety regulations.**
- **Cheat workers on wages.**
- **Exploit immigrant workers.**

And IUPAT activists met them head-on to protect working people.

Commit to mobilizing by signing the IUPAT Activist Pledge today!

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The IUPAT Rapid Action Network, or IUPAT RAN, is the IUPAT’s latest effort to keep you up 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 affecting you and your fellow members’ work, training opportunities and, more broadly, the construction industry.

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IUPAT WAS BUILT BY WORKERS. HAS BEEN PROTECTED BY WORKERS. WILL BE GROWN BY WORKERS.
No one can do it alone. If we are to build a stronger, smarter union that works for all of us, it will take all of us.

If you are a young IUPAT member wondering if our union will be strong enough to make gains at the bargaining table in order to sustain and better the lifestyles and standards of your family; if you are a middle-aged member wondering if our union will stay strong enough to keep you working, and/or if your pension will be adequate when you do; if you are a retired/nearing retirement member wondering what the future of your pension plan is and/or if there will be enough new members to sustain your pension, the answer is, “It is up to us collectively.”

Make no mistake, our pension fund is strong and on an upward trajectory. The point is that to keep a strong union with strong benefits, every member must do their part.

In the last issue of the Journal, I wrote some things that are important to repeat:

*In my comments to the Convention, I said, “We must teach our members that union membership is like a gym membership—if all you do is pay dues, there will be no results. Results only come if you show up and participate”*

*As leaders, we have to continue to find effective ways to employ activism to build our union. As members, we have to give our time to be activists. The pay-off will be a stronger union able to raise the standard of living for all members.*

*We can’t let success or failure deter us. When addressing the Convention, I said, “The time is ripe to do as Mahatma Gandhi said, ‘Be the change you wish to see in the world.’” All of us have to be the change. Sometimes we have a success and then rest on our laurels. Other times, we fail and become discouraged. That reminds me of something Winston Churchill said, “Success is not final. Failure is not fatal. It is courage that counts.”*

*Whether we succeed or fail at each attempt, we cannot lose heart. It is participation, courage, and perseverance that will keep us going.*

While the economy is generally good, the economic gains are not going to the working middle class. People are working harder and falling behind. The economic gains are going disproportionately to the ultra-wealthy. As union members, we are doing better than most; however, if we can’t pull more people up the economic ladder, then we will stagnate economically, too.

I have written to you many times about the reasons for this situation and what must be done. The point I am trying to make is that all of this has created a climate where people are ready to stand up and fight for their rights, and unions are again being seen as the best weapon to use in that fight. The time is right for us to lead a resurgence of the labor movement, and a resurgence of prosperity for millions more who have felt left behind.

We can only do this if we educate our members and everyone we know about what must be done. We must all become activists and collaborate with other unions, faith-based groups, community groups, and others, to bring about the mass solidarity that it will take to strengthen the IUPAT and all unions to elevate the lot of all workers.

I pray for the type of unity we need to join in solidarity to get the job done. May the Lord guide us in this endeavor to organize for human dignity.

God bless you all, and Happy New Year.

George Galis
General Secretary-Treasurer
### IUPAT CASH & INVESTMENTS

<table>
<thead>
<tr>
<th>OPERATING FUNDS</th>
<th>BALANCE AT 1/1/2019</th>
<th>ACTIVITY INCREASE (DECREASE)</th>
<th>BALANCE AT 9/30/2019</th>
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### OTHER FUNDS

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<tr>
<th>Other Funds</th>
<th>BALANCE AT 1/1/2019</th>
<th>ACTIVITY INCREASE (DECREASE)</th>
<th>BALANCE AT 9/30/2019</th>
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<tr>
<td>AD&amp;D</td>
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<td>Death Benefit</td>
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<td>Convention</td>
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<td>Issues Campaigns</td>
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<td>FIDR Fund</td>
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<td><strong>Total Other Funds</strong></td>
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<td><strong>$ 108,012</strong></td>
<td><strong>$ 32,513,119</strong></td>
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**Total IUPAT Cash & Investments:** $ 72,308,930 $ 683,270 $ 72,992,199

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**HAVE YOU SEEN OUR NEW DECK OF FRONT LINES VIDEOS?**

Following our General Convention in August, the IUPAT launched the “From the Front Lines” video series. This series highlights the key areas that concern the union, including What it Takes to Organize, Built to Last, Local Politics & Mobilizing, Inclusion through Community Partnership, Opportunity for All, The IUPAT Fights for All Working People, and Raising the Bar. Each episode takes a firsthand look at the “Front Lines” of the labor world and our labor movement.

Rain or shine, through blood, sweat and tears — this is the IUPAT, and We Are Union!

**WATCH TODAY!**

@ GOIUPAT

IUPAT.org/WeAreUnion

FROM THE FRONT LINES
Keep your friends close and know your enemy. That’s our unofficial motto as we work through a jagged political landscape that includes collaborating with a worker-friendly majority in the U.S. House; and fighting a viciously anti-union majority in the U.S. Senate, whose members scoop up money from lobbyists, and work together to scuttle what’s good for working families. Meanwhile, we are leaning hard on the Department of Labor to reject undermining our gold-standard apprenticeship programs, while America is dealing with an out-of-control White House anxious to exact revenge on anyone, or any group that dares to oppose it.

This is the political terrain the Government Affairs Department finds itself navigating. We are determined to stand up for working families and stand up to the forces that hurt our interests.

Union strength and marketplace leverage has declined not because of disinterest among workers, and not because unions haven’t been putting mobilizing and organizing at the top of their agendas, but because Republican members of Congress and the Trump Administration care more about currying favor with monied, corporate interests than the workers who build America’s neighborhoods and communities.

THE PRO ACT—ORGANIZING ON A FAIR PLAYING FIELD

A prime example of what it means to have a Democratic majority is the House passage of the Protecting the Right to Organize Act, or PRO Act. This legislation, a top priority of the labor movement, sits in the Senate, not even assigned to a committee. If enacted, it would strengthen workers’ rights to conduct organizing campaigns, hold fair elections, and get to the bargaining table quickly. Employers would be prohibited from doing the things that inhibit fair organizing efforts — like forcing workers to attend intimidating “Vote No” meetings, hiring permanent replacements, and delaying bargaining indefinitely.

FEATURES OF THE PRO ACT THAT HELP US GROW OUR UNION IN MEMBERS AND STRENGTH:

- Penalize employers who violate workers’ right to organize.
- Help workers secure a first contract.
- Protect workers who go on strike.
- Close loopholes that allow companies to misclassify workers as independent contractors.

We will continue to educate senators about the need for the PRO Act, because the right to fair organizing campaigns is the best way to balance power between employees and employers.

PENSION PLAN FACE-OFF

One in ten American workers has a pension plan, down dramatically from decades ago. If corporate America had its way, no one would have guaranteed retirement security after years of hard work. In another show of anti-union, corporate pressure, pensions are in the crosshairs of those who want to take away workers’ right to a retirement with dignity.

We are fighting a very dangerous Senate bill that would upend pension plans as we know them. The Grassley-Alexander Multiemployer Pension Plan is a scheme to make workers and retirees pay for the mistakes of bad policies and Wall Street executives that have resulted in underfunded pension plans. Under Grassley-Alexander, the burden is placed on retirees and working people, who would have to pay new premiums and higher taxes. The misguided plan also would force most pensions into declining or critical status, which is utterly counterproductive, and completely opposite of what should happen. Not surprisingly, Grassley-Alexander is endorsed by big banks, anti-union politicians, and billionaires — not the group we need deciding the future of our retirement security.

IUPAT supports an alternative bill, the Butch Lewis Act. It protects workers by providing federal assistance to struggling pensions, and protects the defined benefits you receive in your retirement now. No new taxes; no new premiums. That is the type of action all plans need to keep moving our pensions in a healthy direction. Please stay in tune to these and other factors that affect retirement security for all working people.
Now, more than ever, we need to elect leaders who are going to stand up for workers and make sure our voices are heard in local, state and federal government. IUPAT holds our elected leaders accountable, working with candidates and elected leaders to protect our rights and values.

The November 5, 2019, elections resulted in multiple DC 81-endorsed candidates winning their respective seats. Congratulations to the winners: Tay Anderson for Denver School Board At-Large, Brad Laurvick for Denver Schools District 5, Scott Balderman for Denver Public Schools District 1, Alison Coombs for Aurora City Council Ward V, and Juan Marcano for Aurora City Council Ward IV.

Putting feet on the street for those that share our values makes a difference because those relationships create opportunities for our members and our communities. City councilors and school committee members make important decisions on whether new projects come to fruition, and the only way to guarantee that we have a foot in the door is to have a seat at the table.

The Trump Administration and its Department of Labor are getting close to releasing final regulations to expand apprenticeship programs. We are using every tool in the toolbox to make sure that the construction industry is excluded from these weak, non-union apprenticeship programs that are intended to compete with our registered apprenticeships. The contrast is clear — our rigorous apprenticeship programs have been the gold standard for over 100 years, while the proposed Industry Recognized Apprenticeship Programs, or IRAPs, would have far fewer requirements for big business and groups like the Associated Building Contractors, or ABC, and would put worker safety at far greater risk. IRAPs have no place in the construction industry. They will drive down training, safety and labor standards and, sadly, start a race to the bottom.

We need to keep up the pressure to exclude the construction industry from IRAPs as the White House and Department of Labor conduct their final legal and economic reviews and edits.

Over the summer, IUPAT members got fired up, educated and mobilized to submit more than 17,000 comments on the IRAP proposal. That was an amazing show of force, and we promise to continue the fight and make our voices heard to maintain our strong and successful apprenticeships. We are capitalizing on that momentum, and currently building mini-mobilization hubs in collaboration with our district councils throughout the United States and Canada. To stay updated, and get involved, sign the IUPAT Activist Pledge!
IT’S EASY TO TAKE YOUR MEMBER INFORMATION WITH YOU.

Helpful information is just a tap away with the Mobile Member Portal.

Scan this QR code to download the IUPAT Mobile Member App, or visit mmp.iupat.org for links to Google Play Store or Apple iTunes.
What can you find on the Mobile Member App?

- Member Card
- Certifications
- Latest News
- Dues Info
- Pension Info
- Links to Journal
- Links to Social Media
- And More!

Updates to come include:

- A toggle to identify working / not working
- Update your member record
- Level Up program to activate members
COMMUNITY INVESTMENT

The IUPAT is dedicated to building stronger communities for our members, families and neighbors. We donate thousands of hours and millions of dollars to charities and organizations in need, like the Boys and Girls Club; city beautification projects; and important social and civic causes.

DISTRICT COUNCIL 58 | ILLINOIS, MISSOURI, KENTUCKY

CAN YOU HEAR US NOW?

On November 2, 2019, DC 58 members painted the exterior of the Jefferson Barracks Telephone Museum in St. Louis. This is another great example of DC 58 members giving back to their communities. Sharon Krist, museum spokeswoman, wrote of the experience:

"The Jefferson Barracks Telephone Museum is housed in a renovated 1896 building which was in dire need of painting. We are a small telephone-related history museum, and we pay for our utilities, insurance and upkeep through the nominal admission we charge our visitors. There is not a lot of money at the end of the month—certainly not enough funds to have the building painted.

“The gentlemen from the Painters District Council 58 did a phenomenal job in painting the exterior of the building. They were all professional, courteous and seemed to enjoy working together as a team. They could have been doing a dozen other things on a Saturday, and we are thankful they chose to spend their day giving of their time and talent to help us. Not only did the painting make the building look great; they also helped protect and preserve this historic building.

“Special thanks to Otto Schoenberg, who worked countless hours to coordinate the project with members of the Painters District Council 58, getting the lift donated, rounding up all the equipment necessary, and overall being a great guy!"

DC 58 members volunteered their time on a Saturday to paint the Jefferson Barracks Telephone Museum. L to R: Matt Galen (LU 1156), Steve Chaplin (LU 115), Wendell Harris (LU 2341), Don Bower (LU 1156), Ron Dykens (LU 115), Patrick Werner (LU 115), Chris Vollmer (LU 1156), Pete Saller (LU 115), Luke Morgan (LU 2341), John Buchholz (LU 2341), Andrew Neumann (LU 1199), Otto Schoenberg (DC 58/LU 115 Business Representative).
In 2019, District Council 78/Local Union 1010 participated for the first time in Orlando’s Come Out with Pride Parade. LU 1010 members built a float for the parade, which was attended by over 175,000 people, and several members of the local walked with community leaders and politicians. This annual event centers on issues related to the LGBTQ community, and encourages inclusiveness for all members within the Orlando area. All workers are members of the community, and deserve respect, inclusion, and representation.

“I was amazed with the turnout for this parade,” remarked LU 1010 President William Savino.

On October 5, 2019, members from District Council 91/Local Union 118 partnered with Howell & Howell Contractors Inc. and H.F. Steilberg Company to repaint the static displays located at Veteran’s Memorial Park in Jeffersontown, Kentucky. This community service project consisted of repainting a UH-1H Huey Helicopter, M60 Main Battle Tank, Mark 14 Torpedo, 155 mm Howitzer Field Gun, Naval battleship deck guns, and park restrooms.

Participation in veteran outreach projects is important, and the members of District Council 91 are proud to have offered their expertise to beautify the park. Thank you to those who have served.
On November 13, 2019, District Council 53 was joined by elected officials, state agencies, water utilities, community leaders, and business representatives at the fifth annual “Imagine a Day Without Water“ event at the West Virginia State Capitol.

This annual event, led by the Value of Water Campaign, is a nationwide day of education and advocacy about the value of water, and helps raise the awareness of the importance of water in our everyday life, as well as the need for investment in our water systems.

District Council 53 BM/ST Dan Poling opened the event noting that corrosion prevention is an important, often overlooked part of the solution to infrastructure needs. “An investment in our drinking water and wastewater systems is essential to our national health, safety, environment, and economic prosperity. Clean water is life itself.”

West Virginia State Senators Glenn Jeffries (D-Putnam, 08) and Corey Palumbo (D-Kanawha, 17) delivered a proclamation from Governor Jim Justice (R-WV) which recognized the national event and West Virginia’s need to be involved.

DC 53, West Virginia Director of Organizing Brian Stanley stated, “There is $4.8 trillion in unmet needs for water and sewer projects across the country. This is a problem we need federal, state and local officials to work together on.”

“We wanted to get the discussion started about how important clean water is to our people, our economy and our future,” said Poling. “I feel this was a good start.”

These efforts by DC 53 are a testament to the initiative we have in place nationwide to build sustainable relationships throughout the water industry.

On October 22, 2019, DC 6 Vice President Brian George, DC 6 Director of Service Scott Harter, and LU 841 member Bill Zaleski presented the United Way of Summit County in Akron, Ohio, with a $1,000 check from The PATCH Foundation in support of the Holiday Snack Packs Food Drive.

Hunger is a struggle throughout the United States, and District Council 6 is dedicated to supporting the families and children throughout our area in this fight. If you are interested in helping, contact Julie at jcaruso@uwsummit.org.
In October of 2019, apprentices from District Council 9 volunteered their time and skills to refurbish a mural of civil rights icon Dr. Martin Luther King, Jr. at the New York City Housing Authority’s Astoria Houses in Queens, New York.

“At District Council 9, we see our apprentices as future members. A pillar of our membership is giving back to our communities, which is why the work being done at NYCHA’s Astoria Houses is so critical to our union,” said DC 9 BM/ST Joseph Azzopardi. “This refurbishment allows our apprentices to gain valuable on-site training, while also having the opportunity to connect with folks in our neighborhoods.”

The apprentices who completed the work at the Astoria Houses come from all five boroughs of New York City. Our FTI-NY presently offers six apprenticeship programs, and is currently accommodating 590 apprentices; 175 of the apprentices will be specialized in painting.

“For decades, the mural of Dr. Martin Luther King, Jr. has graced the Astoria Houses thanks to the hard work and advocacy of Claudia Coger,” said New York City Council Member Costa Constantinides, District 22. “I was so proud to partner with the amazing leaders of DC 9 to touch up this mural for generations to come. I can’t thank them enough for volunteering their skills for this project.”

“You know that mural has been there since 1981 and it’s never once been tagged with graffiti. That shows you how much respect the people have for that mural,” said Claudia Coger, the longtime president of the Astoria Houses Residents’ Association. “I thought it was an excellent idea by the folks at DC 9, and I am most appreciative for what they did.”
On October 18, 2019, District Council 9 apprentices began efforts to restore the Church of the Covenant, a historic Presbyterian church in New York City. They repaired damaged walls, as well as painted.

District Council 9 apprentices undergo rigorous on-the-job and in-classroom training to prepare them to become skilled members of the allied trades upon graduation. “One of District Council 9’s goals of the apprenticeship program is to ensure all apprentices receive a holistic training experience in an effort to equip them with the necessary skills to thrive in our industry,” stated DC 9 BM/ST Joseph Azzopardi. “A large part of our holistic approach is to combine apprenticeship training with our mission of giving back to our communities, which is how partnerships, like the one we have with Church of the Covenant evolve.”

“I want to sincerely thank the apprentices of District Council 9 for helping us preserve our sanctuary at Church of the Covenant,” stated Rev. Dr. Cornell Edmonds. “Our parish welcomes all walks of life, and I know that the work DC 9 apprentices are doing will help us preserve and build an open and friendly atmosphere through their trade. Because our church is over 150 years old, and is the second oldest building on 42nd street, we needed these repairs, and I am grateful to be able to count on our neighbors at District Council 9 to do the job.”

In October of 2019, District Council 9 members joined thousands of participants for the American Cancer Society’s Making Strides Against Breast Cancer Walk in Central Park.

These walks honor those who have battled breast cancer, and raise money that enables the American Cancer Society to fund innovative research, provide free information and support to anyone touched by the disease, and educate individuals on early deduction and how to reduce their risk for breast cancer.

DC 9 raised over $6,500 through volunteer fundraisers, members and local unions, sending the message that, together, as One Union, we are able to make a difference in our communities and the causes close to our hearts.
District Council 9’s 2019 Leadership Conference, hosted by DC 9 BM/ST Joseph Azzopardi and DC 9 President John Drew, focused on “Building Our Future Together.”

In September, DC 9 leadership, delegates, local union financial secretaries, committee members, apprentices from every trade, Finishing Trades Institute of New York instructors, business representatives, organizing staff, special guests, and political allies gathered to discuss empowering and educating local leaders on the strategies that will help our union grow.

Positive actions at the local level inspire others, and that ripple effect strengthens our union as a whole. Thank you, DC 9, for setting this good example.
Tell ‘Em Like It Is!

As trades people, unionists and activists, we find ourselves in conversations with so many people and family members about what we do and what a union is. Many times we find ourselves battling misconceptions and rhetoric that they get from sources trying to eradicate our movement. In this new series, we, along with other trade unions, hope to help you dispel some of those misconceptions and combat the image of the “union thug”. Most of the talking points that naysayers hit us with are points against their own interests, as well. We hope that this section will help to win some of those battles out there, wherever you may encounter them.

Our First Topic: Protecting Pensions and Retirement Security

Social Security and a defined benefit pension plan have long been the foundation of a secure retirement. However, defined benefit pension plans are being phased out in many industries. Many IUPAT members are part of multiemployer defined benefit pension plans, which allow them to earn pension credits for every hour of covered work. Those credits add up to a steady and reliable stream of income in retirement. However, some policymakers are considering proposals that would cost multiemployer pension plans a lot of money, and result in future benefit cuts.

The U.S. Congress and Retirement Security

Some Members of Congress are pushing proposals that would undermine our union’s network of multiemployer pension funds, including increasing the fees paid into the Pension Benefit Guaranty Corporation (PBGC), and new surcharges on contributing employers.

In 2014, Congress passed the Pension Reform Act, which created new burdensome requirements and also served to accelerate the shift from defined benefit plans to defined contribution plans—like riskier 401(k)s. The IUPAT has been pushing for changes to the Pension Reform Act that would strengthen pensions and retirement security for working Americans. (See the Government Affairs article for information on the Butch Lewis Act).

Some in Congress have also been pushing cuts to Social Security benefits under the guise of reform. Millions of Americans rely on Social Security benefits as their sole source of income in retirement, and the IUPAT strongly supports strengthening Social Security rather than reducing benefits.

Here’s What They’re Saying

<table>
<thead>
<tr>
<th>Multiemployer pensions are in trouble. We need to increase fees.</th>
<th>Increases in government-imposed fees don’t help retirees make ends meet or improve the financial well-being of pension funds for current workers.</th>
</tr>
</thead>
<tbody>
<tr>
<td>We can protect pensions by raising insurance fees paid to the PBGC.</td>
<td>Fee increases are a raid on pension funds that could ultimately cause benefit cuts.</td>
</tr>
<tr>
<td>The Social Security system is underfunded. We should privatize it.</td>
<td>IUPAT members earned their Social Security benefits over a lifetime of work and we have a public duty to ensure retirees are able to reap those benefits.</td>
</tr>
</tbody>
</table>
The IUPAT is a diverse member organization with a multitude of crafts representing workers in all sectors, including the public sector. Our brothers and sisters in the public sector are often scrutinized, have come under attack in the messaging war, and are often used as scapegoats to obscure mismanagement of public budgets and irresponsible tax cuts. By educating ourselves on our collaborative strength, we can work together to get the facts out there.

**STATE ATTACKS ON RETIREMENT SECURITY**

Public employee defined benefit pension plans have also been affected by the budget shortfalls — real or imagined — which have plagued states, localities, and the federal government. In some cases, the shortfalls have been unfairly attributed to public worker pensions by lawmakers who are looking for reasons to dismantle worker benefits.

<table>
<thead>
<tr>
<th>HERE’S WHAT THEY’RE SAYING</th>
<th>HERE’S OUR MESSAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Let’s cut their pensions. Public employees are living high on the hog on the taxpayer’s dime.</td>
<td>Public service workers contribute to the pensions they earned and, in many cases, negotiated for pension contributions in lieu of salary increases.</td>
</tr>
<tr>
<td>Public employees need to tighten their belts like the rest of us.</td>
<td>The truth is that even when the economy was booming, city and state governments failed to make the contributions to the pension funds that were required to by law.</td>
</tr>
<tr>
<td>The state is going bankrupt. We need to cut expenses.</td>
<td>The state made a promise to their employees and it would be unfair to allow the poor financial decisions of politicians to raid retirees’ hard-earned pensions.</td>
</tr>
<tr>
<td>Why should public employees get a pension when I don’t?</td>
<td>All employees deserve retirement security. We should work together to raise standards — not start a race to the bottom.</td>
</tr>
<tr>
<td>We are spending too much. We should cut public employee pensions.</td>
<td>Many so-called shortfalls are/were made up by anti-worker politicians.</td>
</tr>
</tbody>
</table>
The IUPAT offers exciting opportunities to anyone willing to put in the time and effort to learn the skills to succeed in the Finishing Trades. With the IUPAT, you can punch your ticket to the middle class.

**District Council 38 | British Columbia**

**Mission: Possible**

District Council 38’s display booth was one of the most popular attractions at Trades Expo 2019, which was held at the Cloverdale Fairgrounds in Surrey, Canada, on October 23-24, 2019.

DC 38 saw this event as a great opportunity to widen its profile within its community, and introduce several hundred high school students to a career in the Finishing Trades. The booth featured virtual reality (VR) technology, giving participants a hands-on experience in the trades represented by the IUPAT. Attendees experimented with a VR boom lift, a VR scissor lift, a VR painter, a VR vacuum lifter, and a new Jekko glazing crane.

Event organizers were appreciative of DC 38 for bringing an array of training tools, and outfitting its booth with expert and professional trainers and business representatives. Several students, parents, and teachers remarked that they felt that the Finishing Trades would make an exceptional career path.

The VR equipment offered a new and interesting perspective on what IUPAT members do every single day, piquing the curiosity of these young people. Thank you, DC 38, for using the latest technology to introduce our trades to a new generation!

**District Council 9 | New York**

**Apprentice Graduation**

District Council 9 and the District Council 9 Finishing Trades Institute celebrated the graduation of over 225 apprentices from all of their trades last fall. Awards recognizing excellence and Apprentice of the Year for each program were handed out. This step opened the door to a new career for each of these tradesmen and women, and was a proud moment for all involved.

Over 200 apprentices were joined by family members and DC 9 staff at their graduation ceremony last fall.
The FTI Upper Midwest (FTI UM) has launched its inaugural PSEO (Post Secondary Enrollment Option) Program. This program enables high school seniors and seniors+ to earn their high school diplomas while receiving hands-on training and classes from the FTI UM.

The accredited training facility also offers Associate’s degree programs that can be finished during the apprentice program. The students can earn up to nine free college credits, enabling them to start their careers in the trades debt-free.

FTI UM’s first-of-its-kind program serves as a model for how unions can usher in a new generation of highly trained Finishing Trades workers. It’s a full-circle opportunity—students gain the best training in the industry, a solid career pathway, and the support of our union; and employers are ensured a new stream of fantastic young workers who will perform top-quality work for their end-users.

Congratulations to the bright young students of the first FTI UM PSEO class!

On September 20, 2019, District Council 14 celebrated its apprenticeship graduation for commercial and industrial painters, drywall finishers, and glaziers. A total of 102 journey workers completed their three-year apprenticeships under the expert tutelage of the instructors with the DC 14 Apprenticeship Program and Glaziers Union Local 27 Apprenticeship Program.

In an era of dwindling participation in the trades, it is uplifting to see a strong class of graduates join the IUPAT ranks. Standing atop their class were Outstanding Graduating Apprentice Award recipients Gerardo Diaz (painter), Eric Marquez (industrial painter), Juan C. Arzate (drywall finisher), Alan Runia (glazier), and Sean O’Donnell (glazier).

The formal evening commenced with a banquet reception and a full-course meal, setting the appropriate tone for a well-deserved congratulations to a group of men and women who have shown dedication, commitment to their craft, and an understanding of the basic fundamentals our union was built upon. We expect a continued level of excellence and participation in local, district council and International events from such a worthy group of graduates.

Congratulations, Class of 2019! Through your added efforts, we remain strong.
Worker safety is priority number one at the International Union of Painters and Allied Trades. We offer all of our members continual job training and safety instruction, while holding employers accountable when they fail to properly protect workers.

DISTRICT COUNCIL 6 | OHIO, INDIANA, KENTUCKY, PENNSYLVANIA

WORKFORCE DEVELOPMENT IS OUR FORTÉ

District Council 6 packed a punch at the inaugural Skilled Trades Expo in Canfield, Ohio, on September 26, 2019. This event was a union-exclusive skilled trades fair targeting students seeking a career in which they can earn while they learn. Over 4,000 students and educators from surrounding counties came to learn more about the trades represented. Participants left with the knowledge that a career in the trades offers many great opportunities, and is a good alternative to a four-year degree. DC 6 Recruiter Nichole McCarthy worked closely with The Builders Association and others to make this event possible.

DC 81 Director of Training Howard Baker presented Jason Drake and Garrett Gleaton with their FTI COE Associate Instructor Program certificates of completion.

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

CONGRATS TO NEW INSTRUCTORS

District Council 81 members Jason Drake and Garrett Gleaton recently received their certificates of completion for the FTI (Finishing Trades Institute) and COE (Council on Occupational Education) Associate Instructor Program. DC 81 Director of Training Howard Baker presented the awards.

nora CERTIFICATION TRAINING AT DISTRICT COUNCIL 50

On August 28-29, 2019, nora Technical Academy representative Gary Bedrosian held a training class for journey workers and apprentices interested in becoming certified as nora Flooring Installers. The class also included a 30-minute recertification course for previously-certified individuals.

During the class, which was held at Honolulu Community College, Gary focused on the latest installation techniques, industry standards, and sub-floor preparation. Participants also engaged in extensive hands-on training.

Individuals who successfully completed the training walked away with ID cards confirming their status as nora Approved Installers. DC 50/LU 1926 apprentice Tevin Miyahara, the only apprentice in the class, is proud to be among the newly certified members! Congratulations, brothers!

Several journey workers attended nora Technical Academy representative Gary Bedrosian’s nora Flooring Installers certification class at Honolulu Community College in August.
MEMBER SPOTLIGHT

LAWRENCE BURGESS | DISTRICT COUNCIL 711 | NEW JERSEY

Lawrence Burgess has been a glazier and member of District Council 711/LU 1009 for 14 years and counting. His journey into the glazing trade started not long after his release from a New Jersey corrections facility. Brother Burgess, like many individuals re-entering society following incarceration, was faced with the challenges that come with starting over, and limited options in the workplace. He needed a hand up, as well as a place to find support, opportunity, and security. The organization that offered him the best path to becoming financially stable and build the hope needed to move forward: The International Union of Painters and Allied Trades.

A close friend of the family, and valuable mentor, recommended he sign up. In 2005, Lawrence began his apprenticeship, and was quickly on his way to discovering how closely training and perseverance are connected. He completed his apprenticeship in 2008 before going on to pursue the various certifications he would need to thrive in such a competitive field. Lawrence knew that to make it, he had to master various crafts, from welding, fabrication, rigging and handrails, to everything in between.

The first couple of years as a journeyman were a little rough—Lawrence survived what many deal with when the local market takes a dip—a 19-month layoff. With a family depending on him, he pushed himself and focused his efforts on becoming a valuable resource to contractors looking for qualified workers. That’s what we call, ‘Skills to pay the bills!’

Once he got back to consistent work, it became a personal challenge to prove himself an asset. He was proud to gain recognition for his welding ability and his all-important work ethic. Having experience and knowledge as both a skilled glazier and welder helped keep the hours coming in. “As craftspeople in the building trades, work can sometimes be scarce, and competitive on many levels. It’s important that we take advantage of every job opportunity that comes our way,” said Burgess.

During the course of his career, Lawrence has achieved many accomplishments that, as a person once pulled away from society, he never thought he’d have a chance to do. In 2017, he became the part-time welding/glazing instructor at DC 711, a role in which he has excelled. He has shown a great passion for the position, and is able to interact with new apprentices from all walks of life in a way that is deeply personal, because he understands that everyone has a story.

To a young person coming up in any trade, nothing can be more valuable than a network of master craftsmen and women who mentor and guide the next generation to personal success. Not only has Brother Burgess found that network within the IUPAT, he has become a part of it. Sharing the knowledge that helped mold his path has been a valuable tool in building relationships with our newest brothers and sisters, as many of them yearn for that same sense of belonging Lawrence once sought.

“It’s a great feeling when they say, ‘Thanks, L, for showing me that,’ because I know that my journey—my story—can help make the difference that helps these apprentices persevere.” That is a feeling that all great instructors strive for.

Lawrence Burgess is also co-chair of the African American Core Committee. That position has allowed him to put in motion ideas for the betterment of our union. He recently helped craft and introduce a new pre-apprenticeship program called “High School to Hard Hats” to Newark, New Jersey, high schools. “Newark, New Jersey, is where I was born and raised, and I have a vision for this program to help out everyone involved in it in some way. It took a lot to get here, but it was worth every second.”

“The IUPAT saved my life and gave me a second chance to get it right. Early in life, I wasn’t presented with too many options, but the IUPAT took me in, gave me the faith to correct past faults, and an opportunity to prove myself. That’s all I could ever ask for. I’m responsible for the rest. I’m humbled, thankful, and grateful for the career I have.”
Recruitment is a primary purpose of every IUPAT district council and local union in the United States and Canada. We have increased our efforts in recent years to grow our union through not only organizing, but by also aligning with community partners and expanding our presence in middle and high schools.

Although an effective recruitment program is sure to grow our membership numbers, there must also be another initiative remain growing—retention. If we don’t keep the members we successfully organize and recruit, then we simply cannot move our membership numbers in the direction we need.

To address a key component of successful retention, the iFTI launched a new course that trains the trainer to teach IUPAT members how to be a good mentor to apprentices.

The Mentorship Matters course defines how mentorship ensures effective transfer of skills and knowledge to our apprentices, instills high-quality standards and increased productivity, and enhances crew teamwork and pride in work, their trade and in their union.

The inaugural Train-the-Trainer course was held at the iFTI in November of 2019, and was well-received by the first trainers and members to take the course.

Jessica Podhola, director of governmental affairs for District Council 3 in Kansas City, knows all too well how important mentorship is for the IUPAT, and how this class can make a difference for so many. “Mentorship is crucial for everybody. I don’t even think that our journey men and women understand the role they play in our apprentices’ lives. I think they see that sometimes it’s just another task, but they’re really shaping the next generation of IUPAT members. The pride that our journey workers take in their work is the same pride we want our apprentices to take in their work down the road,” she said. “Mentorship is crucial. I would not be where I am today if I didn’t have some really strong mentors in my career and my life.”

Mentorship Matters will be available in 2020.
Changing the Culture of Construction, a two-day Train-the-Trainer course developed by the International Finishing Trades Institute (iFTI) on suicide prevention, mental illness and substance use disorder, brings members of the IUPAT together in an effort to educate and prevent the issues from further spreading among the building trades. In September of 2019, members from various IUPAT district councils gathered at the iFTI training center in Hanover, Maryland, for the new course to learn what they can do to help a fellow teammate in need.

Due to many factors, including the on-again, off-again work cycle, suicide and depression are rising among construction workers. Statistics show the suicide rate for construction workers is the highest among all industries in the US and Canada. Additionally, workers often use addictive painkillers to suppress their injuries to work to support their families.

Trained by industry experts, the IUPAT group learned how to look for warning signs, what to say to someone who shows symptoms, and where to direct a brother or sister for help. Interactive role play with real life scenarios also provided needed skills when face-to-face with the issue. Techniques such as how to start the conversation, asking the right questions, and following up were taught to help handle the lifesaving effort. The IUPAT trainers and members who took the course left with the plan to take these new tools to their local district councils to educate and train others. The hope is that this domino effect will extend a helping hand to provide lasting change.

The IUPAT is committed to helping its members with the skills and assistance to promote a healthy, safe and substance-free working environment. If you, or someone you know is in need of help, visit www.IUPAThelpinghand.com for more information.
MIAMI JOB CORPS CENTER STUDENTS REJUVENATE DISTRICT COUNCIL 78 LOCAL UNION OFFICES

On Wednesday, October 2, 2019, Miami Job Corps Center Painting Instructor Charles Garcia and his students revitalized the hallways, classrooms and doors for District Council 78/Local Unions 365, 452 and 1175. The students also met General Vice President Bill Candelori, DC 78 Business Manager/Secretary-Treasurer Wally Ilcyzszyn, and DC 78/LU 365 President Rony Carballo, who all displayed appreciation for the work completed by our Job Corps pre-apprentices.

CASSADAGA JOB CORPS CENTER STUDENTS ATTEND SANDBLASTING TRAINING

On Tuesday, May 28, 2019, Cassadaga (New York) Job Corps Center Instructor Richard Powell and 10 of his students visited DC 4 to attend sandblasting training. All students had the opportunity to use the sandblasting simulator in the training area. Not only was this a valuable training experience, but it also gave students the opportunity to work on part of their Training Achievement Record for Job Corps.
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IUPAT AND CONTRACTORS LAUNCH ‘FINISHING FIRST’

At the 2019 Finishing Industries Forum (FIF) in early December, Painters and Allied Trades LMCI Director Anton Ruesing formally announced the launch of Finishing First by the International Union of Painters and Allied Trades and its signatory contractors. Finishing First is an updated initiative that gives the union and its contractors a unified voice on exploring new markets and technologies in the Finishing Trades industries.

The announcement at FIF was a fitting venue, as it hosted over 400 union and business leaders, as well as construction industry experts and professionals.

“The next step for LMCI, Finishing First will not only undertake the goals and mission of the former LMCI; It has expanded the resources available to the men and women of the International Union of Painters and Allied Trades, and the companies that put them to work on projects across North America,” said Ruesing.

The new labor-management partnership will help IUPAT workers and union finishing contractors collaboratively grow, thrive and expand their market share and membership in trade areas that include industrial and commercial painting, drywall finishing, glazing, floor covering installation, sign and display, and the other crafts the IUPAT represents and trains for every day.

Finishing First replaces LMCI with a new website, www.FinishingFirstLMCI.com, marketing materials, and research with the goal to assist in exploring new markets and technologies. The new site also highlights projects worked on by IUPAT members throughout the United States and Canada. Finishing First also offers educational opportunities for union members and management to improve their skills that are crucial in the business of construction.

“We’re first in knowledge and innovation—first in learning the most advanced technologies, and first in caring enough to do it right the first time, which is why our work is first in quality,” Finishing First states on its website.

Visit www.FinishingFirstLMCI.com to learn more about what Finishing First offers the industries in which we work.
We understand why you're probably not currently using professional glaziers. Historically, we've been associated with Division 8 (doors and windows), while office furniture dealers and manufacturers have first time, on time and within budget. We're associated with both.

Maintenance – including safety. Why is all this so important? It means we can realize your vision, the protocol. The metal systems that anchor it. The sealants that ensure aesthetics and durability. Our glaziers have had hundreds of hours of classroom training, thousands of hours of on-the-job training and ongoing advanced training in all facets of glass selection, cutting, fabrication, installation and maintenance.

As a glazing contractor with a highly skilled team, glass is our expertise. We fully understand its intrinsic value and to an accessible area within the building. Wire each glass panel individually to a control panel attached to roof sensors and to an accessible area within the building. The IUPAT Industry Partner Advantage defines the Delaware Area Career Center. Featuring vibrant innovation.

Installing and individually wiring 15,000 square feet of glass panels so smart, each one senses and adapts to the weather. Vibrant innovation defines the Delaware Area Career Center. Finishing First. Dynamic glass, each window panel is individually wired with intelligent controls that automatically adjust for optimal daylight, energy savings and comfort. It's a next generation masterpiece where education not only lives; it thrives.

American Architectural Glass, Inc. (AAG) was selected to install and individually wire dynamic glass to 5,000 square feet of curtain wall and approximately 1,000 of the 7,000 square feet of storefront framing. They also installed 4,000 square feet of panel glass outside points.

We're high in every aspect of glass, glazing contractors are the clear choice. The remarkable skill level of our IUPAT glaziers allowed them to quickly reverse the production ramp-up system and do wiring before. The same wizards every component to be accessible. It's value and to an accessible area in the building.

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For install-only, use these toolkit materials to reach out to furniture dealers and manufacturers:

- A customizable email template to send out.
- A customizable brochure you can, if you want, customize, then distribute by email or in person.

Continued on the next page.

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Continued on the next page.

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A new beginning for IUPAT labor-management partners. Resources on the new site include project case studies and marketing materials for employers.
While many employers are only looking out for their bottom line, the International Union of Painters and Allied Trades is looking out for you. We make sure all our members receive fair pay, proper training and work on safe job sites.

Our national Organizing Department hit the ground running in 2020. Our member education campaigns are in full swing, beginning with the IUPAT Activist Pledge, and moving on to our pension education campaign. Next, we’ll be educating members about the need for labor law reform.

The most effective way to get things done is to be well informed on issues that affect each of us, and aware of what’s at stake, and then act on the information through mobilization and strategic campaigns. Education and mobilization are driven through our continued communications effort in collaboration with district council leadership.

An engaged, active workforce doesn’t just make us feel good about the fight and proud to be members; it directly leads to more work opportunities, stronger worker protections, and political power for our union.

**We Are Union.** If that rings true, then everyone needs to heed the call to action. We are urging every IUPAT member to take the pledge—the IUPAT Activist Pledge—and to become informed, active and engaged. Leaders can’t move mountains by themselves, and they shouldn’t.

**Stopping the PPG Threat to our Livelihoods**

In November of 2019, contractors and union leadership were alerted that a major corporation was making a serious play for our painting market and, indeed, our jobs. If we don’t address it, it could mean a change to the landscape of the entire painting industry. PPG Industries claims that its new platform, PPG Services, is an innovative high-tech approach to supplying painting services. But the fundamental business strategy behind the venture is as old school as you can get. Simply put, PPG has decided that it can sell more paint by forcing a reduction in wages and benefits for those applying the paint.

PPG Services is an online project management tool that connects commercial facilities—often hotel and retail giants—with painting contractors for multi-site jobs, circumventing our signatory contractors, and shortchanging small, local brick-and-mortar painting businesses. This leaves union workers out in the cold, because PPG’s predatory pricing makes it nearly impossible for workers to be paid a fair wage with adequate benefits.

PPG’s attempt to blind-side the IUPAT were met with action as soon as we heard about it, and haven’t stopped since. Such a big industry change should have been discussed with industry leaders.

In computing the price to charge, PPG Services estimates the number of hours the job will take and sets the price at $50 per hour, plus the price of the paint. It claims it provides no discount on the paint (presumably to avoid the perception that it undercuts non-participating painting contractors who might, or might not, buy its paint). But $50 per hour does not allow for a responsible contractor to:

- Pay for its overhead (trucks; materials, including brushes and rollers; insurance; and performance bonds).
- Provide fair, middle-class wages, including health insurance and pension coverage.
- Provide quality training to its employees (something unionized companies do by funding union apprenticeship programs) in order to ensure the work is done efficiently, and under conditions that are safe for workers and the environment, and to make a decent profit.
Our first step was to make our district councils aware of the threat. Next, we sounded the alarm with our organizing directors nationally, and began to put together a plan to combat this reckless attempt by PPG to step on our turf, and enter the labor-management sector without unions.

We had dueling press releases, in which the IUPAT raised legitimate issues about the problems with set prices, sacrificing quality for price, and paying workers much lower than their worth. Their response was a bunch of marketing jargon.

“This is not a war between PR firms. We are not interested in marketing jargon. We speak the language of workers and that’s who we fight for,” said IUPAT National Director of Organizing Jim Williams, Jr.

On January 31, 2020, we announced a national boycott of PPG products, and held a major rally to protest PPG Services in front of PPG’s Pittsburgh headquarters. Members from district councils across North America participated in the protest. We showed through our agile network of organizers, and use of the Rapid Action Network, that we can mobilize a national action quickly to educate the public and capture press attention around an important topic.

While this particular situation threatens our painting industry, it is currently affecting many industries. Set, locked-in prices are non-negotiable for the contractor. Workers of all experience levels and quality get paid the same. This is unfair.

The gig economy is turning careers into freelance piecemeal jobs. Men and women who pursue painting as a career are not seeking a gig here, or a gig there. The gig-style economy undercuts thousands who consider this work their livelihoods.

We have spent decades fighting for area standard wages and benefits for our members. PPG Services, however, is like the Uber of the painting industry—threatening to pay low wages, provide no benefits, and create a race to the bottom for all workers.

PPG’s main concern is its bottom line and keeping its board happy, not its painters—the people who actually do the work. PPG’s promising cash cow is now low-price labor for national chains like Walmart, Target and T-Mobile—companies that already have a poor labor-relations rap sheet. You can just imagine how these companies and others already guilty of worker mistreatment will treat workers in the PPG Services environment.

We’ve seen this movie before... They will say this is just another union leader resisting technological innovation.
Not so. At the IUPAT, we support innovation, devoting millions to training our members on new technologies that produce higher quality results and better protect the environment. The vice of PPG Services is its attempt to return workers to 19th Century conditions. Our communities and our people advance when workers earn fair wages and are able to buy houses, cars and other services.

We will stand up forcefully against a business model that encourages worker exploitation, wage deflation, and subpar safety and quality standards. PPG knows we’re on their case. We have to keep up the pressure.

One of the most drastic and immediate, existential threats to our union requires a response and as much activism as we can muster. The IUPAT is working to educate every single member through our mobilization campaigns. We’re using cutting-edge technology to have job site conversations. Join your IUPAT brothers and sisters in alerting your communities to oppose PPG Services. There is power in member mobilization. The more we raise our voices, the greater the number of people who become engaged, and the better chance we have to win.

Sign the IUPAT Activist Pledge, and let’s get to work!
PPG Services, a new online platform created by PPG, threatens to destroy long-established area standard wages and benefits established over the years in your community by setting prices under a formula that virtually requires painting contractors to pay substandard wages for painters in your community.

**PPG IS PUTTING WORKING FAMILIES AT RISK!**

Today’s economy already rewards big corporations. Those who actually do the work deserve better – fair wages and adequate health and pension benefits. Stand with your neighbors. Please do not buy PPG products, including:

- Glidden
- Liquid Nails
- Cil
- Pittsburgh Paints
- Porter Paints
- Dulux
- Olympic Paints
- ... and all other PPG products

**TELL PPG TO STICK TO MAKING PAINT AND STOP TRYING TO UNDERMINE FAIR WAGES IN THE PAINTING INDUSTRY.**

VISIT www.BoycottPPG.com

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Retirement should be an exciting and rewarding time; it marks the beginning of a hard-earned new chapter of life. The Industry Pension Fund wants to make sure our members are prepared for that special day, and are able to stay retired to enjoy the fruits of their labor—an opportunity that is enjoyed less and less outside of the IUPAT. In fact, according to a recent Department of Labor study, less than 50 percent of Americans have calculated how much they will need to save for retirement, and less than 20 percent feel like they are on track to meeting their retirement goals.

It is never too late or too early to start preparing for your retirement years, set goals, and start saving. Devise your retirement plan and stick to the goals you need to meet to make that plan a reality. Retirement is expensive, and you should plan to need approximately 70–90 percent of your pre-retirement income.

Consider the three sources from where your retirement income will come from: retirement plans, Social Security, and personal savings. Become familiar with your retirement plans. Ask the Pension Fund to run a projection for you, or go online to use our retirement tools at www.myiupatpension.org. Utilize the Mobile Member App to ensure your hours are being recorded properly, and your benefit seems on track with what you were expecting. If your employer offers an annuity plan, or if you have an annuity plan with the Fund office, check the balance and determine how much money it’s accumulating each year. While it may be tempting to use annuity funds for other financial burdens, you will be taxed and face additional penalties for taking it out early.

Next, keep an eye on your Social Security estimated payment. If you were born in 1960 or later, the normal retirement age through Social Security is age 67. Therefore, if you were planning on retirement at 65, which is what the age used to be at Social Security, and is the Pension Fund’s normal retirement age, you will not have your full retirement until 67. If you plan to retire and take your Social Security, you will receive 86.7 percent of your full benefit. If you wait until age 67, your savings and retirement plan will need to be enough to cover your expenses.

Lastly, you should have an independent savings account or retirement savings account set up. An Individual Retirement Account (IRA) allows you to put up to $5,500 a year into it. It has tax advantages, and can be set up to be automatically withdrawn from your checking account to help you meet your savings goals. Ideally, you should calculate what you will receive from your pension and annuity, what you will receive from Social Security, and then calculate what your shortfall will be in retirement. Then make a plan to save that difference in your savings account or IRA.

This is just a brief overview of some of the factors to consider when approaching retirement. The Fund office is happy to assist you in your retirement process, however, you should consult a financial advisor to guide you in making your retirement plan and goals.
VISIT THE NEW PENSION WEBSITE!

- Explainer Videos
- Forms and Publications
- Benefit Calculator
- FAQs
- Blogs
- And More!*

WWW.IUPATPENSION.ORG
Coming Soon!
WWW.IUPATPENSION.CA
### OUR RECENT RETIREES

**September 2, 2019 – November 1, 2019**

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<th>Name</th>
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It is never too early to start thinking about your future. The Painters and Allied Trades Industry Pension Fund is here for you. We have the resources and experience to protect your family’s future. Only 3.1 percent of private sector workers enjoy defined benefit pension plans, like an IUPAT pension. Once vested, our members are guaranteed monthly income in retirement.

DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN

DC 30 OFFERS BENEFITS WORKSHOP

On November 2, 2019, District Council 30’s Benefits Office held a Benefits Workshop for members at its Aurora-based headquarters. More than 100 participants attended a four-session workshop, which included programming offered in both English and Spanish.

It was the second workshop of this type hosted by DC 30’s Benefits Office; the first was held in 2017. “This year, we had two sessions on the health and welfare plan, and two sessions about our retirement plans; one on the DC 30 pension plan, and the other on DC 30’s new Retirement Savings Plan,” said DC 30 Fund Administrator Aaron Anderson.

Each workshop session was customized by the Benefits Office staff to help members gain a better understanding of plan offerings, and learn how to most effectively use their benefits. Attendees were shown how their health and welfare plan was designed specifically for those who work in construction, that it emerges from collective bargaining, and that the structure of health benefit offerings can change to meet the needs of the members. They also learned how to use the health plan’s features to reduce (possibly eliminate) out-of-pocket health care expenses, particularly by using the plan’s Member Reimbursement Account, or MRA, which began in 2014. To date, DC 30 members have been reimbursed more than $2 million under the MRA for expenses that would have otherwise been paid for entirely by the member.

Attendees were taught that the DC 30 pension plan is one piece of a multi-part strategy to achieve financial independence when they retire. “We are proud of our excellent pension plan, but we also want members to plan carefully for retirement, which includes understanding their future Social Security earnings, options for retirement savings through other means, and any pension earnings some members earn through the IUPAT Pension Plan,” noted Anderson.

DC 30’s new RSP, a 401(k) plan that began in 2019, is an additional tool available to DC 30 members. The RSP will assist members in planning for, and pursuing, economic stability and financial independence in their retirement years. The RSP is structured in a way that allows members to accrue retirement benefits from employer hourly contributions and, when the member chooses, through voluntary “elective deferrals,” giving members the option to have a portion of their gross pay deposited into their RSP account. Anderson stated, “We are very encouraged by the positive response from the DC 30 membership about having an option to personally participate in the RSP with their own earnings. Tailoring benefit offerings specifically to the needs of our members and their families is part of why we self-administer our benefits here at DC 30, and we are very proud of what we have been able to accomplish.”

DID YOU KNOW?

Only 3.1 percent of private sector workers enjoy defined benefit pension plans, like an IUPAT pension.
The IUPAT stands with all workers, no matter where they’re from, in fighting for fair pay, safe work sites and proper job training. Women’s rights are worker rights. Immigrant rights are worker rights. It is that simple.

DISTRICT COUNCIL 77 | GEORGIA, ALABAMA, KENTUCKY, NORTH CAROLINA, SOUTH CAROLINA, TENNESSEE, VIRGINIA

NO JUSTICE, NO PEACE!

Last summer, White Aluminum Fabrication, Inc. dismissed a District Council 77 union organizing committee after the committee requested safe drinking water and updated safety harnesses. A petition was then filed for union election. White Aluminum attempted to bribe workers before that election, resulting in an Unfair Labor Practice (ULP) being filed with the NLRB against them. Since that filing in August of 2019, White Aluminum has not been spotted on any IUPAT work sites in the Atlanta area.

Thank you to everyone who was active and in full support of the efforts to stand up and fight for workers’ rights, including the community coalition Levantemonos Juntos (Rise Up Together), General Vice President Bill Candelori, Assistant to the General President Scott Duhamel, Assistant to the General President/Regional Organizing Coordinator Mark Komaromi, Assistant to the General President/Strategic Organizer Tamara Brummer, and Assistant to the General President Marcus Shepherd.

DC 77 will continue to monitor its jurisdiction for White Aluminum, and anyone who breaks basic laws and rights. DC 77 will always protect its organizing committees and its members. #WeAreUnion

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

WE’RE ALL IN THIS TOGETHER

2019 was a busy year for District Council 81. Joined by IUPAT members from across the nation, they spent several weeks door knocking, attending union meetings, and visiting job sites, all in an effort to educate public sector employees about the importance of re-certifying and keeping their union.

District Council 81 leadership would like to thank everyone who stepped up to help out. It is because of the assistance and enthusiasm of this dynamic team of dedicated union members that nearly 98 percent of the votes were in favor of keeping the union in the public sector in Iowa!

We could not be prouder of this show of solidarity and support. Thank you, brothers and sisters, for keeping Iowa union strong! #UnionSolidarity
DC 78 GETS “FIRED UP”

District Council 78/Local Union 2301 member Lora Guglielmini was recently named Fire Inspector of the Year by the Florida Fire Marshals and Inspectors Association (FFMIA)!

Sister Guglielmini, a Florida State Certified Fire Inspector, works in the Building Plans Review Division for the City of Cape Coral in Southwest Florida. On November 4, 2019, she was honored at the 71st Annual Fire Prevention Conference in Daytona Beach, Florida. Sister Guglielmini also serves as Local 2301 Treasurer, and District Council 78 Trustee.

Congratulations, Sister Guglielmini!

DISTRICT COUNCIL 4 | WESTERN NEW YORK

OUTSTANDING WORK

On November 11, 2019, the Finishing Trades Institute of Western & Central New York was presented with a proclamation for exemplary workforce contributions in recognition of National Apprenticeship Week. New York State Department of Labor Commissioner Roberta Reardon and New York State Department of Labor Director of Apprenticeship Training Jane Thompson were both present at the ceremony.

Congratulations FTI of W&CNY! Your hard work and dedication to providing guidance and training to the members of the IUPAT’s workforce has paid off!
MENTORSHIP MATTERS

Congratulations to District Council 21/Local Union 252 member Neil Amadio, Jr., who was named 2019 Outstanding Apprentice Mentor at the Pennsylvania Apprenticeship Summit in October!

Throughout his accomplished glazing career, Brother Amadio has served as shop steward, foreman, apprentice instructor, certified welding inspector, and executive board member of Glaziers Local Union 252.

Outside of glazing, Neil is an accomplished ironman who regularly competes in triathlons. He enjoys volunteering his time at St. Francis Inn serving needy individuals, donating clothes to the homeless, and organizing Christmas drives for low income families.

Congratulations on this honor, Brother Amadio! You set a wonderful example both at work and in your community. We are proud to have you as a member of our great union!

GOLD MEMBER SPENCER

Congratulations to District Council 46/Local Union 114 member Allan “Bun” Spencer on becoming a gold member! Bun began his union career with Fraser-Brace Engineering, Co, which built and maintained the DuPont nylon producing facility in Ontario. He later worked for the paint shop at Lennox Generating Station in Bath, Ontario.

CERTIFICATION IS SERIOUS BUSINESS

On September 18, 2019, at District Council 21/Local Union 252’s union meeting, 74 glaziers who earned AGMT certifications were recognized. Administrative Management Systems, Inc.’s Jeff Dalaba handed out the certifications and shirts.


LU 114 Business Representative John O’Shea (left) presents LU 114 member Allan “Bun” Spencer with his Gold Member Award.

DC 21/LU 252’s newest glaziers. Administrative Management Systems, Inc.’s Jeff Dalaba (right) presented the certifications.
DC 9 POLITICAL DIRECTOR DAVON LOMAX RECOGNIZED IN “CITY & STATE NEW YORK” MAGAZINE

District Council 9 Political Director Davon Lomax was recently recognized by “City and State New York” magazine as one of its 2019 New York City 40 Under 40 Rising Stars. The magazine describes this as “a list of ambitious movers and shakers fighting to improve their communities.”

On behalf of DC 9 BM/ST Joseph Azzopardi, DC 9 President John Drew, the members of DC 9, and all IUPAT members, congratulations, Brother Lomax! Your passion and leadership for your union brothers and sisters, and your undying support and love for the labor movement, leave an impression on everyone who knows you. You are a great asset to the members of this union.

DISTRICT COUNCIL 14 | ILLINOIS, INDIANA

UNION PROUD

On October 9, 2019, District Council 14/Local Union 184 held a pin ceremony to recognize 42 members for their years of service. The participants, whose experience ranged from 5-70 years, received a certificate and an IUPAT pin. Gold watches were given to 5 members who had 50 or more years of service. Food and beverages were also provided.

DISTRICT COUNCIL 9 | NEW YORK

HELMETS TO HARDHATS

On November 8, 2019, two District Council 9 members received awards at the 2019 Helmets to Hardhats Awards Luncheon. Congratulations to those members, Jessica Allier-Lopez, a Local Union 1087 glazier; and Peter Mendoza, a Local Union 1974 drywall taper.

The theme of the event was “Celebrating our Female Veterans in the Building Trades,” and Jessica was selected as the speaker for the event. She shared her story with everyone in attendance, stressing the importance of this program to her and other veterans.

We’re proud to have Sister Allier-Lopez and Brother Mendoza as members of our union, thank them for their service, and know they will continue to excel in their trades and in life.

“Helmets to Hardhats is a national, nonprofit program that connects National Guard, Reserve, retired and transitioning active-duty military service members with skilled training and quality career opportunities in the construction industry,” per their Web site. District Council 9 has always been a staunch supporter of H2H, and takes great pride in knowing that we can utilize this worthwhile program to provide a direct entry pathway for veterans into IUPAT apprenticeship programs. You can learn more about the wonderful work H2H does at www.helmetstohardhats.org.
On Saturday, December 7, 2019, District Council 30 hosted the 7th Annual Breakfast with Santa event at their headquarters in Aurora, Illinois. DC 30 members and their families were treated to a breakfast buffet; holiday gifts; a hospital toy drive; and photos with Santa, Mrs. Claus, and Rosie the Christmas Donkey. Additionally, each child in attendance received a $10 voucher to use toward a new book through a Follett Book Fair held during the event.

Roughly 600 guests attended—the highest guest count on record. “After seven successful years, our Breakfast with Santa has easily become one of our most anticipated member events each year,” said DC 30 BM/ST Ryan Anderson. “It’s great to be able to reward our members for all of their hard work with an event centered on family.”

“Whenever we host membership events, it’s important that we incorporate an opportunity to give back—and our members are always happy to participate,” said DC 30 Labor Management Industry Development Fund (LMIDF) Director Marisa Richards, who is responsible for coordinating membership events each year. “Our members really go above and beyond, and together, we are able to make a large impact in our community.”

DC 14 SOLIDIFIES ITS INDUSTRY HOLD ON A SAFER WORKFORCE

Throughout the years, DC 14 has seen steady growth in participation for its STAR program. The 2019 STAR banquet was another gathering where tradespeople, journey and apprentice alike, received recognition for their ongoing efforts in safety skills advancement. These men and women have put in time above and beyond their normal work schedules to enhance their skill sets, strengthening our union in the process.

The evening began with an hour-long reception, giving everyone an opportunity to catch up on job site and family matters. That reception was followed by a multi-course dinner, and dessert, both at the table and the podium, where many wonderful prizes were raffled off to eligible members who participated in the STAR program.

Prizes included 55” and 65” TVs, laptops, speaker systems, and gift cards. A cash prize of $5,000 was raffled off to DC 14/LU 147 veteran painter Ann Bolden. The grand prize, a 2019 Jeep Gladiator, went to DC 14/LU 147 member Dwayne Taylor!

Congratulations, winners, and thank you to all of our members who strive to keep IUPAT work sites and workers safe! It can’t be overlooked how much of a selling point our safety advantage is over our non-union competition.
The Safety Training Awards Recognition (STAR) program is Finishing First’s incentive-based rewards program that serves to improve safety awareness on the job site. The program requires workers to complete safety courses and maintain a minimum number of safe work hours during the qualifying work period. When members meet these requirements, they become eligible for recognition and rewards. To learn more about the STAR program, please visit www.finishingfirstlmci.com.

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

**DC 35 HOSTS LONGEST-RUNNING STAR EVENT**

In October of 2019, District Council 35 held its 23rd annual STAR Awards event. DC 35 hosts this event every year, bringing together members and their families to celebrate those who have committed to working safely on the job site, and to stress the importance of safety training.

DC 35 raffled off $150,000 in prizes, and eligible members were awarded grand prizes that included a Ford F-150 and a Polaris Slingshot. Attendees were also treated to a surprise visit from singer/songwriter and union activist Billy Bragg!

Safety certifications help set IUPAT members apart from the pack, and it’s critical we encourage our members to keep up with training to stay safe on the work site.

“The STAR Awards — it’s amazing,” said DC 35/LU 939 member Oliver Bran, who won the Ford F-150. “I’ve been coming here for so many years, eventually with my family. It’s great to see the atmosphere with all these people. DC 35 has always been great for my family, and I’m very proud.”

**DISTRICT COUNCIL 91 | INDIANA, ILLINOIS, KENTUCKY, MICHIGAN, TENNESSEE**

**DC 91 HOSTS 5TH ANNUAL STAR AWARDS**

On October 20, 2019, District Council 91 held its 5th annual STAR Banquet at the Avalon Manor in Merrillville, Indiana, to reward those members who successfully participated in the program.

In 2019, DC 91 had 369 members become eligible to receive awards under the STAR program by attending the FTI’s health and safety training classes, and maintaining a strong safety record on the job.

“Each year, I have watched the STAR program grow, and seen the members become more active in the training classes we offer,” remarked DC 91 Director of Training Phil Harper.
On November 9, 2019, District Council 5/Local Union 1238 held its annual STAR Awards Dinner at Ivar’s Salmon House in Seattle. Over 25 members were awarded for attending safety and skills-based training courses through the FTI, as well as maintaining the required minimum number of safe work hours. It was an amazing evening filled with great food, a beautiful view, and good member interaction. Each member received a check that varied based on the amount of completed training hours. Those who attended also received a raffle ticket for a shot at receiving an additional prize. Among the prizes given out were 50” 4K TVs, a 70” 4K TV, an air compressor, Xbox Ones, and PlayStation 4s. The grand prize was a large Traeger grill complete with grilling tools and accessories!

District Council 5 has found that the member-to-member engagement motivates everyone to stay up-to-date on CPR/First Aid, learn the latest and greatest new products on the market, and refresh specific skills to stay at the top of their craft.

Special thanks to DC 5 Business Representative and STAR event coordinator Todd Pierce, LU 1238 President Brady Smith, and LU 1238 Financial Secretary Pat McNerthney. McNerthney handled the microphone during the raffle, and worked closely with Smith on organizing and tracking prizes and invitees. We would also like to express our gratitude to Susan Bittner for all of her support. Susan is the owner and president of Fryer-Knowles, Inc., the chair of the JATC, and heads up the management side of the STAR Committee.

Congrats to all participants and winners! Thank you for keeping our job sites safe!

District Council 3 held another successful STAR event on September 14, 2019, to thank those members who have continued their safety training, as well as remained safe on the job site. It was a beautiful Midwestern day, and there was a great turnout of members and their families for the annual picnic, which included award-winning food from Que’d Up Smokers BBQ, potluck dishes, horseshoes, a car show, and awards for 38 eligible members. A total of $60,000 in prizes were handed out, including a grand prize truck, which went to DC3/LU 2012 member Thurlo “Heath” Forester!

“It’s just so nice to take a day and reconnect with my brothers and sisters,” said DC 3 BM/ST Todd Doree. “Seeing all of these kids running around, and our members enjoying themselves, and giving away STAR prizes on top of that, makes this one of my favorite days of the year.”

Special thanks to DC 3 Director of Servicing Frank Carpenter, and DC 3 Business Representative Deme Garcia for their help in setting up the event, as well as photographer Skyler Grinnel.
CREATING A CYCLE OF OPPORTUNITY

In Strongsville, Ohio, on November 12, 2019, several teachers and counselors in the Cleveland area attended a National Apprenticeship Week luncheon to discuss the pivotal role that high school educators play in advising students that there are alternatives to a four-year degree.

The goal of this luncheon was to increase apprenticeship participation, enhance economic development, and secure financial stability within the community. The IUPAT’s earn while you learn apprenticeship programs teach students the necessary skills to advance their on the job knowledge, and offer certifications that make them more marketable to our contractors. Joining an IUPAT apprenticeship program also offers a solution to the concerns of college costs.

“I was shocked at the benefits that are offered, especially the college partnership with TRI-C; the students are able to receive college credit, while in class and earning a great wage. I always encourage further education, and this is, by far, a great opportunity,” said Jason Hance of the Cuyahoga Valley Career Center.

DISTRICT COUNCIL 9 | NEW YORK

DC 9 & FTINY HOST HIGH SCHOOL STUDENTS DURING NATIONAL APPRENTICESHIP WEEK

During 2019’s National Apprenticeship Week, District Council 9 and the Finishing Trades Institute of New York (FTINY) spent time educating several New York high school students about the opportunities available through apprenticeships.

Students and faculty from Stephen T. Mather Building Arts & Craftsmanship High School and Queens Technical High School were among those that visited the DC 9 FTINY training center for tours, general information discussion sessions, and hands-on demonstrations where attendees were given the opportunity to paint, and use drywall finishing machine tools.

DC 9 apprentice Michelle Garvina joined FTINY instructors as they conducted demonstrations, described the art of her trade, and fielded questions pertaining to the apprenticeship program and union membership.

To learn more about FTINY’s apprenticeship programs, please check out their Web site at www.districtcouncil9.net/ftiny.
In conjunction with National Apprenticeship Week, on November 14, 2019, District Council 30’s North Central Illinois Finishing Trades Institute (NCIFTI) hosted the 2019 Fox Valley Building Trades Apprenticeship Expo. During the event, 550 students toured NCIFTI’s training facility, and had the opportunity to visit hands-on booths and exhibits from 15 different construction trades unions. Each student attended an apprenticeship talk, which provided more detailed information on how to enroll in the various apprenticeship programs highlighted that day.

The event was coordinated in partnership with the Fox Valley Building Trades, Valley Education for Employment System (VALEES), Junior Achievement Chicago, and the Construction Industry Service Corporation (CISCO).

“As the costs for a four-year college education continue to rise, many students are looking for cost-effective alternatives that guarantee future employment—and apprenticeships are the perfect solution,” said NCIFTI Apprenticeship Director Steve Lefaver. “Events like this enable us to educate the next generation on what a career in the construction trades offers: a great wage that can support a family, excellent benefits, security in retirement, and the opportunity to earn while you learn.”

On November 13, 2019, the District Council 16 Joint Apprenticeship Training Trust Fund (JATTF) celebrated National Apprenticeship Week with an open house at its San Leandro Training Center to showcase the value of registered apprenticeship programs. Glazing, floor covering, drywall finishing, painting, and striping apprentices were joined by DC 16 instructors as they demonstrated their crafts for community partners, vendors, and local policy makers. The day also included apprentice testimonials, and discussions about the numerous career opportunities within the IUPAT and the Building Trades industry.

Everyone who attended walked away with the knowledge that participants of apprenticeship programs are provided the opportunity to earn while they become a highly-trained and skilled journey worker for the 21st century workforce.
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On January 12, 2020, William A. Duval, a 70-year member of the IUPAT, passed away at the age of 95. Brother Duval was initiated into District Council 16/Local Union 12 (formerly Local Union 1288) in 1949. He began his career as a floor coverer in San Jose, California, and held a multitude of leadership positions in which he helped move the union forward. He served as General Vice President of the Seventh District (1972-1984), and General President (1984-1992).

We would like to extend our deepest sympathies to Brother Duval’s family. May he rest in peace.
IUPAT Constitution - Section 232

At our 2019 Constitutional Convention, we unanimously passed General Executive Board Resolution No. 7, which is now Section 232 of our Constitution. You will find it listed under Mandatory Clauses, and it is to be added to our Collective Bargaining Agreements (CBA).

Section 232 reads as follows:

District Councils shall make a maximum effort to include in each of their collective bargaining agreements the following clause:

Effective January 1, 2022, and each year thereafter, the Pension contribution called for in this Agreement shall increase by a minimum of 5 percent of the total increase in wages and benefits for that year. Such increase will be rounded up to the nearest penny. The Union shall notify the employers of the new Pension rate each year.

For example: If the increase a District Council negotiates for the upcoming year is $1.50 for industrial painting and $1.00 for commercial, and the current Pension contribution rate is $5.00 per hour, the contribution rate shall become $5.08 for industrial because 5 percent of $1.50 is seven-and-a-half cents, and rounded up becomes $.08 cents. The contribution for commercial will become $5.05 because 5 percent of $1.00 is $.05 cents. The District Council could choose to make both Pension contribution rates $5.08 in order to keep them uniform.

This clause is mandatory for all CBAs which call for Pension contributions to the International Painters and Allied Trades Industry Pension Fund or the International Painters and Allied Trades Industry Pension Fund (Canada). However, it is recommended for CBAs which call for contributions to other local Pension funds. Adding this clause ensures that Pension contributions rise at a steady rate which, in turn, helps the funding level of our Pension Plans and, more importantly, it assures that our members’ benefit levels will increase as time goes on, allowing them to retire with dignity.

For more information on the IUPAT Pension Fund go to www.IUPATPension.org
Working in the building and construction trades is a challenging career. There are high productivity demands to meet deadlines, and working conditions can be extremely dangerous if strict safety guidelines aren’t followed.

Workers in the construction industry face other risks:

**suicide and substance use disorder.**

- Suicide is the 10th leading cause of death in the United States and the 9th leading cause in Canada.

- The construction industry is one of the top fields affected by substance use disorder.

The IUPAT Helping Hand is stepping up to raise awareness and provide resources to help workers in the building and construction trades deal with these personal crises.

Let’s work to save and change lives together with www.IUPATHelpingHand.com

Find resources for suicide prevention and treatment options for substance use disorder for you or a loved one.

Visit [www.IUPATHelpingHand.com](http://www.IUPATHelpingHand.com)
At the 25th General Convention held in Washington, DC, 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, DC, in August 1994, General President A. L. “Mike” Monroe and the General Executive Board, who believe strongly in the principles for which the Scholarship Fund was created, and the need to continue and enhance this Convention theme of Organizing, Education and Training designed to bring all of our members and their families into the strategic planning and operation of our International Union through educational programs, passed a resolution to increase the S. Frank “Bud” Raftery Scholarship Fund to $20,000, allowing for (10) scholarships of $2,000.00 annually.

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

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

The selected topic for 2020 is as follows:

The Benefit of Constituency Groups retaining market share in the many areas of work that the IUPAT does is of great importance for the growth of our Union. However, simply focusing on market share retention and growth is not enough. New member recruitment, existing member retention, and member advocacy supported by our African American, Latino, Women, and Youth IUPAT Constituency Groups, are key areas that the IUPAT recognizes as vital components to facilitate the successful growth of our Union.

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 membership of the IUPAT continues to grow in diversity. The aforementioned IUPAT Constituency Groups provide an area for our members to network for the needs of their peers and communities.

How do constituency groups aid in promoting inclusion, advocacy, and growth of our membership? Also, explain why it is of benefit to the IUPAT to support these groups.

Details and an application form are carried in a summer issue of the Painters and Allied Trades Journal. The deadline for essays to reach the International Union Headquarters is March 31, 2020 and winners will be announced in May 2020.

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**S. FRANK “BUD” RAFTERY SCHOLARSHIP APPLICATION FORM**

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<th>Last 4 SSN/SIN</th>
<th>Name</th>
<th>Address</th>
<th>City/State/Zip</th>
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- [ ] Male  
- [ ] Female  
- Date of Birth  
- [ ] Single  
- [ ] Married  
- Graduation Date

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

________________________________________________________________________________________

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

________________________________________________________________________________________

Local Union Number of IUPAT member | IUPAT Member’s Name

Member’s Signature | Member’s Last 4 SSN/SIN | Date

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

All applicants must meet the following requirements:

• He/she must be a legal dependent of an IUPAT member in good standing.
• Supply an official high school transcript.
• A complete history of athletic participation and special recognition in high school.
• Register with the NCAA Clearing House and declare the athletic program in which he/she will be participating.
• A letter of recommendation must be submitted from the coach or athletic director of the institution the applicant has been accepted and has chosen to attend.
• A complete record of additional financial aid.

The award is contingent upon the student enrolling in the school of their choice within one year of the award date or the award is forfeited.

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

APPLICATION FORM (MUST BE SUBMITTED WITH THE ESSAY)

Last 4 SSN/SIN _____________________________
Name _____________________________________
Address____________________________________
City/State/Zip ______________________________
Date of Birth ________________________________
Single/Married _____________________________
Date of Graduation __________________________
Type of Sport _______________________________
☐ Male  ☐ Female
NCAA Clearing House # _____________________

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

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

IUPAT Member’s Name ___________________________________________________________

Last 4 Member’s SSN/SIN __________________ Date __________________

Local Union Number of IUPAT member ____________________________________________

Member’s Signature ______________________________________________________________________

Scholarship applications must be submitted and received by March 31, 2020

Please submit your applications to the IUPAT-A. L. “Mike” Monroe/Ralph D. Williams, III, Sports Scholarship, 7234 Parkway Drive, Hanover, MD, 21076. Winners will be announced May 2020.
By recommendation of the CORE (Community Organizing for Real Economics) Strategic Planning Committee, members of the International Union of Painters and Allied Trades will participate in a new annual program where we come together to give back to the communities in which we live and work.

The IUPAT Community Day of Action is on April 18, 2020. Our members will choose a project in their community that will advance our mission to grow the IUPAT under CORE.

Our six main goals in CORE are to:

1. **BATTLE THE UNDERGROUND ECONOMY IN CONSTRUCTION**
2. **FIGHT TO MAINTAIN AFFORDABLE HOUSING IN URBAN DEVELOPMENT**
3. **END INCOME INEQUALITY AND ITS EFFECT ON OUR INDUSTRIES AND COMMUNITIES**
4. **LOBBY FOR INDUSTRY STANDARDS IN OUR WORK TO PROTECT THE ENVIRONMENT**
5. **BUILD CAMPAIGNS TO FIGHT DISCRIMINATION AND PROMOTE CIVIL AND HUMAN RIGHTS**
6. **FOSTER CONVERSATIONS CONNECTING COMMUNITY, BUSINESS AND GOVERNMENT**

The IUPAT Community Day of Action will focus on the contributions and efforts made by our district councils in building relationships within their communities. Actions can range from performing work on a community park, participating in political rallies and social events, preserving the environment, or civic and community outreach.

This event will be promoted across social media so that our fellow members can see what we can accomplish in just one day when we all work together. We will also alert local media to highlight our work within our communities and show that the members of the IUPAT are neighbors who are dedicated to building our communities.
ORGANIZER’S BOOKLIST

GHOST WORK
BY MARY L. GRAY AND SIDDHARTH SURI
How to Stop Silicon Valley from Building a New Global Underclass

RULES FOR REVOLUTIONARIES
BY BECKY BOND AND ZACK EXLEY
Big Organizing Can Change Everything

GIGGED
BY SARAH KESSLER
The End of the Job and the Future of Work

SPRING 2020 | JOURNAL
DON’T GET SPORTSMAN CHANNEL OR MISSED LAST SEASON’S EPISODES?

start your FREE trial of MyOutdoorTV to get FULL access to all 10,000+ hours of exclusive outdoor entertainment!

Watch Brotherhood Outdoors Anytime FREE! JANUARY TO JULY 2020

PLUS

Brotherhood Outdoors is Made Possible By:
Support PATCH by shopping on Amazon!

For every eligible purchase you make at smile.amazon.com, Amazon will donate a portion of the purchase price to PATCH.

The Painters and Allied Trades for Children’s Hope Foundation (PATCH) supports programs that provide educational and medical services for our youth, and local sports programs.

Visit smile.amazon.com and select Painters and Allied Trades for Children’s Hope Foundation as your charity of choice.