



INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO

July 21, 2021

To our contractors, BM/STs and industry partners:

A few weeks ago, many of you wrote to me voicing your concerns about potential non-registered apprenticeship programs being sponsored by well-respected industry partners. As the General President of the IUPAT, I felt compelled to take action to ensure the collective voices that we represent and those who we have partnered with were heard.

I am pleased to report back to you that we reached out to four organizations and offered to meet and discuss where we could find opportunities to partner in areas where our objectives were aligned. Three of those organizations responded almost immediately and we had very productive dialogue. We found commonalities and areas that we can work together to raise the bar in the industry for all participants. In all of our meetings skilled manpower, training and elevating quality were top concerns. None of the 3 organizations that we met with were interested in a race to the bottom.

During our virtual meeting with PCA, we discussed the residential and commercial trades and the difference between training programs and registered apprenticeships. We believe there are areas that we can work together in these markets. PCA let us know that they had no intent to confuse training programs with registered apprenticeship programs. We agreed to future meetings and discussions about registered apprenticeships and how we can work collaboratively. They will ensure they are clear that their program is not an apprenticeship. We are currently working on arranging our next meeting which will include visiting one of our COE accredited training centers and discussions around future partnership opportunities.

Sherwin-Williams executives joined us in person in Hanover for an extremely productive meeting. We have a long-time relationship with Sherwin-Williams, although in the past, it has been mostly at the local level. We both agreed it was time to collaborate on a larger scale and further strengthen our relationship at the national level. We found that we share many common goals, including raising the bar in the industry, promoting more diversity and inclusion in the industry, putting a focus on quality, meeting manpower demands with a skilled workforce. They understood our concerns and we recognized the passion they have for quality in the industry and in their product lines. We

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agreed to have future conversations, spanning multiple departments of the IUPAT and will begin introductions between their staff and ours to find even more areas where we can actively help each other raise the bar in the industry. I am thrilled with the outcome of this meeting and look forward to working closely with Sherwin-Williams in the future.

On the glazing front, we met with the National Glass Association (NGA) via Zoom. We have a friendly relationship with NGA, but there has not been much joint work between our organizations. During our Zoom meeting, we discussed the important distinction between registered and non-registered apprenticeship programs and how training is a vital component of quality and the integrity of installed glazing systems. We agreed to meet in person at GlassBuild to have a deeper discussion regarding partnership opportunities in the glass and glazing industry.

Unfortunately, of the four 4 organizations we reached out to two manufacturers and two associations, we only heard back from three. It has been three weeks since our letters went out and we have heard nothing from PPG. As you know, we have mounted strenuous objections to their Paintzen program, which some view as price fixing. In any event, we are convinced that Paintzen represents a troublesome race to the bottom for both quality and worker fairness. Nonetheless, we were earnest and sincere in our desire to collaborate with them in the areas of training and apprenticeship. The challenge of ensuring there is enough skilled manpower and there are investments in our nation's infrastructure should be of paramount concern for all industry stakeholders. These issues should rise above disagreements and misunderstandings. PPG's failure to respond, however, makes one wonder whether they share the view of IUPAT and other industry leaders.

Going forward, we will focus on the important work that we can do together with those willing to work with us. The IUPAT will continue to fight for all working women and men everywhere. Our goals are to raise the quality of the industry while simultaneously raising the quality of life for all workers and their families. We fight to ensure that our members have the skills to do the job right and the training to get home safely to their families. We will fight alongside our allies and industry partners who also believe in these things. At the same time, we will never stop fighting those who want to lower quality standards and harm workers in the process.

Sincerely,

A handwritten signature in black ink, appearing to read "Kenneth E. Rigmaiden". The signature is fluid and cursive, with a long horizontal stroke at the end.

Kenneth E. Rigmaiden
General President