

JOURNAL



Season's Greetings





The Heart of the UA Retired Local 290 Member Donates \$500,000

Mike Gutwig, *NW Labor Press*

Brother Duke Mitchell, second from left, is pictured holding a representation of his check to the Shriners Hospitals for Children in Portland.

In early November, Duke Mitchell, a 96-year-old retired welder from Plumbers and Steamfitters Local 290, Portland, OR, made a heartfelt decision that will inevitably change the lives of so many children. He donated \$500,000 to the Shriners Hospitals for Children in Portland. The donation was presented on November 5th during a ceremony that was held at Local 290's training center in Springfield, OR.

Shriners Hospitals for Children is an international non-profit network of medical centers that specialize in the care for children with orthopedic conditions, burns, spinal cord injuries, and cleft lip and palate issues. Care is provided for newborns to 18-year-olds regardless of a family's ability to pay.

To understand what could motivate such a generous contribution, Brother Mitchell spoke a little bit about his life in an interview with the *NW Labor Press*. He stated that he grew up in poverty with his 11 sisters and his mom and dad. He recalled living out of a car and sleeping on the ground in Texas during the Great Depression. He said that he learned to weld in Kansas and joined the Chemical Workers Union in 1957 in New Mexico, and he traveled the country building chemical plants and industrial mills. In 1960, he arrived in Springfield, OR, and joined Steamfitters Local 481, which in 1985, merged with the plumbers local to form Plumbers and Steamfitters Local 290 in Portland. He resided and raised his family in Lane County.

Brother Mitchell said, "Joining the union was the greatest thing that ever happened to me." He said he made enough money to support his family, which included his wife, Lucy Marie, and their three children, and he had a little left over to invest in the stock market. "I invested wisely," he said, "not because I was smart, but because I was lucky. I became a millionaire while I was still working, and I didn't even know it."

Brother Mitchell said that he and Lucy Marie had been married 72 years, and that they often talked about donating some of their money to a good cause, but they had not finalized anything before she passed away in 2014. He said that he was watching television one day and saw a program about the Shriners Hospitals for Children in Portland. He said he was thinking, "My God, what a wonderful thing that is," and he knew he had found his cause. The first call he made was to his friend, retired Local 290 Business Agent Mike Carmickle, who recalled their initial conversation. He said that Brother Mitchell called him and said, "I've got a little money here that I'd like to get rid of. Can you come over and help me with that?" Brother Carmickle replied, "Sure, I'll be right over." Retired Business Agent Carmickle continued, "When Duke told me what he wanted to do, it was mind-boggling. I don't know who was bawling more—me or him."

Brother Carmickle said that they met at Local 290's training center the next day and talked about organizing a presentation ceremony so that Brother Mitchell could present the check to the hospital. Brother Mitchell's daughter, Sharon Stierer, traveled from North Carolina to represent the family at the event. She stated that over the years, her dad had many wonderful friends from the local union, but many of them are gone now. "It's wonderful to see this kind of a turnout," she added.

"This is not a common occurrence," said Kathy Park, Director of Development for Shriners Hospitals in Portland, during the presentation ceremony. It was stated that a plaque acknowledging Brother Mitchell's donation will hang in the Shriners Hospitals in Portland. "This is the greatest investment I've ever made in my life," Brother Mitchell stated. "Helping those little kids get a start in life—I don't think you can do anything better than that."

If you—or someone you know—have given generously of your time and labor for a good cause or have been involved in extraordinary charitable activities, we want to know about it.

All submissions for this page should be made through your local Business Manager, who will forward them to the office of General Secretary-Treasurer Pat Kellett. Submissions can be emailed to UA-journal@uanet.org. Images should be high resolution (300 dpi).

Please include as much information as possible, as well as photographs, preferably in color.



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JOURNAL
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UA Continuing Education in a Changing Environment



Mark McManus
General President

As many of our members, as well as our Training Directors and Instructors know, continuing education has seen a dramatic uptick from just a few short years ago. Our industry seems to be constantly changing—and more rapidly than ever. A decade ago, it was hard to imagine that the use of iPads on jobsites would become the norm, not the exception. Similarly, the need for up-to-date certifications is now just part of the job, and site-specific training is growing more and more common. All of these developments have brought challenges to our locals, but at the same time, we have an opportunity to make ourselves even more competitive and valuable to our contractors and their customers. That's exactly what we have been doing.

Our journeymen and women are working hard locally to upgrade their already superior skill sets. They are focused on all kinds of skills, from upgrading licenses to backflow, new welding procedures to OSHA, CAD, BIM and beyond. They have always understood that a UA career involves lifelong learning, and they realize that this is true now more than ever. Existing and evolving information technology and an ever-changing jobsite makes education a critical aspect to keep you a valuable employee of our contractors. We want to always be the first choice of our contractors and to stay head-and-shoulders above the non-union competition. Because of the commitment of our members to continuing educa-

tion, I know that this is happening every day all across North America.

The UA General Office realizes it's not only journeymen and women who are in the midst of a tide of seismic change in our industry, but we as Officers are as well. For the UA to protect and procure future work that rightfully belongs to UA members, we need the most highly trained General Officers, Local Union Officers, Office Professionals, Organizers, and Educators.

So with that in mind, we undertook the build-out of 6,500 square feet of training space here at the UA General Office in Annapolis, MD, to create the United Association Education and Conference Center. We're looking ahead to 2019 as our initial year of providing continuing education to our local unions and their support staff using this state-of-the-art space. We will offer elective classes for Local Union Officers that will include topics such as: collective bargaining, jurisdiction, legal changes and best practices, organizing, and training. We are also going to provide training for new Business Agents and continue with our New Business Manager Seminar. These classes will help us create an army of local union leaders who have all the tools they need to successfully represent their members, to protect their jurisdiction, and to expand their rank-and-file.

We're also looking to create new material that will be used in classes to develop a youth-to-leadership program,

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as well as public service, political action, and safety. These are all elements that are part of ensuring that all members, from apprentices to journeymen, have the tools they need to succeed. We will also use this space for office professional updates, IT classes, and many more as the need presents itself.

We envision these classes to be held a few times each year, as needed. Business Managers will have options on when to send their key personnel, so that their local union operations are not negatively affected. I'm sure in the future, we will be running classes we haven't even thought of yet, and your input will be of most value as we grow. All the input we have received in past seminars has proven to be extremely useful as we develop and expand our programs.

I also feel that bringing local officers and staff to a new Education Center at the UA General Office holds some intrinsic value. Your Local Union Officers and Office Professionals will additionally have the opportunity to secure some one-on-one guidance from our departments while they are here. That way, they can address individually the unique challenges their locals face—and they will be able to forge relationships with General Office staff members who can assist them in the future.

In the coming weeks, we will be corresponding with every Local Union Business Manager regarding our initial roll out of classes that we will be offering, so stay

tuned for more information.

A changing jobsite and workforce can be challenging or even scary at times, but with a solid education and excellent peer-group initiatives, it will make our offices and jobsites function at an even higher efficiency.

So here's to exciting new initiatives in 2019 and certainly here's to a healthy, happy, safe and prosperous year as well.

Wishing all of our UA families and friends a most happy holiday season!



A Year Worth Looking Back On



Patrick H. Kellett
General Secretary-Treasurer

The year 2018 has been everything we expected, and more. The demand and opportunity for our membership and our contractors are flourishing in every sector of the industry, both in the United States and Canada. We have had, and continue to have, our share of the large, industrial, energy/manufacturing-type of projects throughout North America, and we are working closely with our local unions to understand the needs of our customers. As you know, when these large types of projects come to your jurisdiction, we cannot be prepared enough. I have witnessed great participation by our locals, in concert with the UA, well in advance of these jobs to work on every aspect of getting and being prepared. Many times, the UA Political Department and local unions have been working together years in advance to push through legislation and to communicate with the right officials in order to secure a project that started in 2018, or will be starting soon.

The industry in which we all work is changing at lightning speed, and certainly the heavy industrial installation applications are changing as well. Our locals and our Education and Training Department have worked well together to stay ahead of and understand these changes and new technologies. Whether creating a job-specific safety program, curriculum for a specific task, creating new weld procedures, or helping design a new school, the Education and Training Department has had a lot of success this year, with more to come.

Speaking of safety and industrial projects, Director of Energy and Infrastructure Mike Mulvaney, along with International Representative Kurt Steenhoek and Special Representative Wendell Hibdon, have rolled out a new 2018 redesigned and refocused UA Standard for

Excellence to include the Standard for Safety and the Standard for Productivity. This new Built on Excellence initiative, including safety and productivity, is proving to be a useful tool to present on the jobsite. Mike, Kurt, and Wendell have visited several projects over the last year. The program includes a jobsite visit with a presentation to the membership and consultation with the owner and contractor. There is a downloadable toolkit available with brochures, posters, hardhat stickers, and T-shirts, as well as videos.

The General President has started and redesigned many UA initiatives over the past two years, with a focus on gaining and retaining market share. One initiative he has paid close attention to and which crosses over all sectors of our work is recruitment and organizing. To date, we have been able to meet the manpower demands in the heavy industrial sector, not without challenges and with more challenges to come. The large industrial work looks to be very promising for many of our locals over the next few years.

As I mentioned in the first paragraph, work opportunity in all jurisdictions of the UA is very promising. Another heavy-sector part of our work is within pipeline and gas distribution of the piping industry. Pipeline manhours have a chance to be at an all-time high in 2018/2019. Local 798 and all of our locals with pipeline jurisdiction have been working tirelessly to go after the work available and to provide the manpower needed to their contractors. Under the leadership of Director of Pipeline and Gas Distribution David Barnett and Special Representative Mike Mikich, there is a special emphasis to regain market share in gas distribution, and I want to congratulate them on their efforts and success.

I just recently had the opportunity to attend the Mechanical Service Contractors Association (MSCA) annual conference. Again, there is a need for more experienced HVACR mechanics, and we are doing our part all over our two great nations to fill those shortages where they exist, both through the apprenticeship and recruitment. The UA locals have done a good job over the years of shoring up their manhours and growing their membership through service work. The year 2018 was a very good year of growth. To the men and women who work in the service industry, we welcome your expertise.

The Metal Trades Department has had a busy year also with many contracts up for renewal, and Director of Metal Trades Brett McCoy is working on growing that sector as well. There are many highly skilled mechanics working in plants across the United States and Canada, and they deserve the right of representation.

The commercial/institutional work has been quite good for a majority of our local unions through 2018. Most locals are recruiting and bringing in new, larger apprenticeship classes to fill the vacancies left by baby boomer retirements confronting their memberships. If your local has been affected by unemployment, the opportunity to travel to a sister local for employment has been available throughout the year. The opportunity for Sprinklerfitters, Pipefitters, and Plumbers during the upswing of our economy is promising.

In closing, I would like to thank the membership again for providing support and financial assistance through the UA Charitable Fund Trust for the Brothers and Sisters who have been affected by various tragedies throughout the year. We are happy to report that 2018 was a much better year than 2017 as far as our membership needing assistance, though for those who are in need, we are working with our International Representatives and Business Managers to provide resources and support when requested.

I hope you are all blessed with a healthy and prosperous New Year!

Patrick H. Kellett



Patrick H. Kellett,
General Secretary-Treasurer

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A Message from Assistant General President Mike Pleasant



Michael A. Pleasant
Assistant General President

It has been a year since my last article was published in the *UA Journal*. That article focused on our proud UA history and our market share. I explained the history of our market share and how it has declined since 1954, but more importantly, I spoke about what we needed to do to reverse that trend. You don't have to be a math genius to figure out that if something keeps declining, it will eventually be gone. However, that is something that we, as UA Officers, are not going to let happen. I'm happy to report that under the direction of General President Mark McManus, we have made considerable progress in this area. Over the last two years, our membership has increased by 4.3 percent to 352,000 members, and our contractor base has also grown by approximately 642 new signatory contractors. This is very encouraging news, and you should all be proud of the work that you and your local union leadership have done to contribute to this. In addition, through working with our current and newly signed signatory contractors, our market share is gaining. At the General Office, we are continuing to develop a more accurate hours-reporting program from our local unions. It is our hope going forward, that by using this new program, we will be able to track our market share even more accurately.

It's clear that the UA's organizing and recruiting efforts are starting to pay off. The proof is in the numbers. Our Director of Organizing and Recruitment, Jim Tucker, continues to do an excellent job. I want to thank all of you who have participated in the area organizing training efforts and organizing blitzes. We have accomplished a lot, but we can't take this progress for granted. We still have a lot of challenging work ahead of us to continue to reverse

the market share decline that has been the ghost of our past. From the General Officers to the local union leadership, it's clear that we've made some great progress, but going forward, we must continue to think outside of the box regarding other ways to gain market share. When we open new markets in our industry, it makes us a stronger, more viable union. As our membership grows, our pension and health plans become more stable, and this improves the lives for all our families. It is simply the direction that we need to keep moving.

As a union, we've always been proud of our brotherhood and sisterhood. This has been the foundation for our strength, and probably the one thing that everyone talks the most about. As we are working so hard on growing our numbers and increasing our market share, let's not forget that those individuals who are being organized have the same right to be part of all the good that the United Association is about. We need to welcome them in and show them why we are the very best in the industry. We need to help our new brothers and sisters to succeed in our craft. As individual members, we need to take notice, train and instruct, support, and befriend them. They need to feel a part of our UA family, because it truly is a great family. We must remember that at one point in time every one of us was a new member.

I want to switch gears a little bit and talk about another way to ensure our market share for the future. I've spoken about the importance of gaining market share through organizing and recruiting non-union members and non-union contractors. The other type of market share we need to be concerned about is jurisdiction. It's the market

As we are working so hard on growing our numbers and increasing our market share, let's not forget that those individuals who are being organized have the same right to be part of all the good that the United Association is about. We need to welcome them in and show them why we are the very best in the industry. We need to help our new brothers and sisters to succeed in our craft. As individual members, we need to take notice, train and instruct, support, and befriend them. They need to feel a part of our UA family, because it truly is a great family.

share we currently have, and we need to protect it. I wish it were so easy as to say, "If it looks like pipe and has a hole in it and something runs through it, it is UA work." But unfortunately, it is not that simple. Over the last 129 years, jurisdiction has been evolving and has been defined between the crafts. It is every member's responsibility to learn and to be aware of our craft jurisdiction. We don't want to take another craft's work, and we don't want another craft to take ours. Overall, we do well regarding jurisdictional issues with the other trades, and we work well together, but from time to time, there are issues. Most of the time, we work them out. I ask you to become familiar with craft jurisdiction; your Business Manager or Business Agent can provide you with this information. Ongoing documentation of UA work is vitally important in protecting it. Not only do we have to document our traditional UA work, but any changes in technology that are part of our work need to be recognized and documented by our local unions and signatory contractors alike. Documentation is key to protecting our jurisdiction. However, it is important to know that there are proper procedures to rectify any issues without involving owners or creating any disruptions of work or progress on the job. If you see something that you think is our work, you should inform your Business Manager or Business Agent, and they can check it out, as they know the proper procedure to handle the situation, and this will help us protect the market share we already have.

As a 35-year member of Local 157 in Terre Haute, IN, I can't tell you enough of how proud I am to be a UA member. What makes me so proud is all of you—our members. In the General Office, we can try and lead our organization in the right direction, but it is all of you who work hard every day out in the field, completing jobs in the industrial, commercial, residential, service, and pipeline sectors. You are all champions in every aspect of our trade, and you make this UA member very proud! We are gaining market share because you are all going to work every day and working to the best of your abilities. You are continuing to learn as modern technologies are being introduced in the workplace. You are working more productively because you are taking the

time to learn to do things smarter and safer. You are professionals who are willing to work in harmony with all members, no matter how they came into the trade. You believe that if you are a UA member, you are the best, and that goes without saying.

As we approach the holiday season, and we're getting ready to spend some quality time with our families, I want to remind you all of the one thing that is always in the forefront of my mind, and that is—safety. There is nothing more important than to be safe on the job and at home every day. One careless incident can change a life forever. I firmly believe that we all must adopt a behavioral-based safety culture in our lives. It is extremely important on the job, but it is equally important at home, or when we're doing the things we like to do in our spare time. To come home safely every night should be everyone's number-one priority. We need to live and breathe this, and we must look out for one another, particularly for our apprentices who do not have the same level of experience as our seasoned members do. The UA has always been and will continue to be a well-respected organization that provides good-paying jobs with benefits to our members. Those jobs enable our families to live comfortable, happy lives, and give our members the capability to retire with dignity. As we continue to try to grow our organization, think about sharing those attributes that the UA has afforded all of us with someone else. This is what makes our UA family so special.

I want to wish you all a very Merry Christmas and a safe and prosperous New Year. May God continue to bless the UA!

Michael A. Phares





Apprentice Guest Editorial

*By Ashley Cirelli, fourth-year apprentice,
Local Union 773, Glens Falls, NY*

On Friday, August 17, I received a phone call from my Business Manager, Scott Martel, asking me if I would be interested in attending the United Association Officer Seminar in Denver, CO. I, without hesitation said, “I would be honored.” On Monday, September 17, I attended the opening session for the seminar. My first thought was, “Wow, I cannot believe how many brothers and sisters are here from all over the eastern United States, and how they all act like they just saw one another yesterday.”

During the opening session, we heard from Local Union 208 Business Manager Gary Arnold from Denver. We also heard from General Secretary-Treasurer Pat Kellert and General President McManus. Before opening up the floor for questions, they discussed several topics, such as market share, organizing, and blitzing. We discussed how when the union was first founded, we organized brothers and sisters in, and then we switched it to where men and women would go through a process of filling out an application, taking an aptitude test, and then be interviewed. They said that we will always take in members that way, but we talked a lot about the importance of organizing and bringing in members. One of the things we discussed was taking 10 cents an hour and putting it into an organizing fund. I honestly believe that this is an incredible idea and personally feel that every local should adopt this action and put it into place immediately. I truly believe with proper funding and being able to get more organizers out there to reach both represented and non-represented workers and explain to them what the UA is and what we have to offer, we will gain more brothers and sisters.

On Tuesday, September 18, I attended the apprentice workshops with all of the apprentices who were brought to the seminar. In the first workshop, General President McManus spoke with us about how we can help our Business Managers and our union. General President McManus wanted to hear from us, so he opened the floor for questions. We touched on things like the 10 cents an hour being placed into a fund for organizing and blitzing and the positive impacts it will have. We also talked about how we could add more diversity to the trades and how we could get more women involved. One of the other topics that was brought up was market share and what separates us from the non-union. We scope out the work, and we get the material and workers we need for the job, and we get it done—and we get it done right. We are proud of the work we do, and when contractors or potential customers see the job we do, we are able to get more work and more contractors that want to go union. At the end of our workshop with General President McManus, he asked us if we could have some apprentices get up and speak at the closing ceremony about our experience at the seminar. We had nine brothers and one sister get up and give a speech about why we should vote for them to be the ones to give a speech at the closing ceremony. We took a vote and chose three apprentices to give the speech—Jeremy Smith, Local 486; Shaun Panik, Local 777; and Carrie Crosby, Local 23.

The next speaker we had was Mark Rodgers, a Local 420 member and signatory contractor owner. He gave us a presentation about how we affect costs and profits in a company. We discussed safety, such as, if you see something, say something. It's not about turning someone in



Ashley Cirelli

or getting them in trouble—it’s to protect our brothers and sisters. If someone is doing something that isn’t safe, it’s better to say something to them. We

talked about liabilities and jobsite damage and how it falls under, “If you see something, say something.”

Another topic was having the right tools for the job. Know the tools you are going to need, and make sure they are there before the job starts. Understanding today’s technology is HUGE. We discussed correct installation to avoid callbacks. Do it right the first time. Know your scope of work—what is being installed, how long you have, and what materials you will need. Look over the prints with your foreman, they said.

We also heard from Jason Koger, who gave an eye-opening speech about his life as a double amputee, and how he was the first-ever person with not one, but two bionic hands. He told us his story and truly touched every single one of us in that room. The inspiration he left us all was to never give up no matter how hard things can be or get, and to keep pushing, because there is a light at the end of the tunnel.

During the closing session, General President Mark McManus talked about the elections that were coming up and the importance of getting to know our candidates. He had talked about the importance of getting the right people in office who supported the unions. He touched on several candidates running in different states, and it got me thinking about my hometown. He talked about why we need the right people elected. When I arrived home, I wanted to start getting involved and making a

difference. I was appointed to the Political Action Committee at Local 773. I am the first apprentice to ever be appointed to the position. With my new role, I started

doing research on the candidates running for office. I attended several walks and dinners in my hometown. I brought several candidates to our union hall to meet the members and apprentices where all the members were allowed to ask questions. This truly helped the members get an understanding of what these candidates wanted, what their agendas were, as well as where they stood with union labor. Every member needs to understand that it’s not always about blue or red—it’s about getting the right man or woman in office. As a union, we need to stick together. We need to support our locals and help get the vote out and help those running for Assembly, or the Senate, or for Governor, or even President in the next election in each of our states and towns. We are what is going to drive the future!

In closing, I would like to say that it was an honor to be a part of the Local Union Officer Seminar in Denver, CO. My biggest takeaway from the whole seminar is that we are one of the most elite organizations out there. For 129 years, we have always fought for each other, and we will continue to fight for each other, and we will always have each other’s backs. That’s what this organization is about—sticking up for each other and protecting our rights. The closeness we share with each and every one of our brothers and sisters from around the country is so heartwarming and makes me even more proud to be a card-carrying union member.

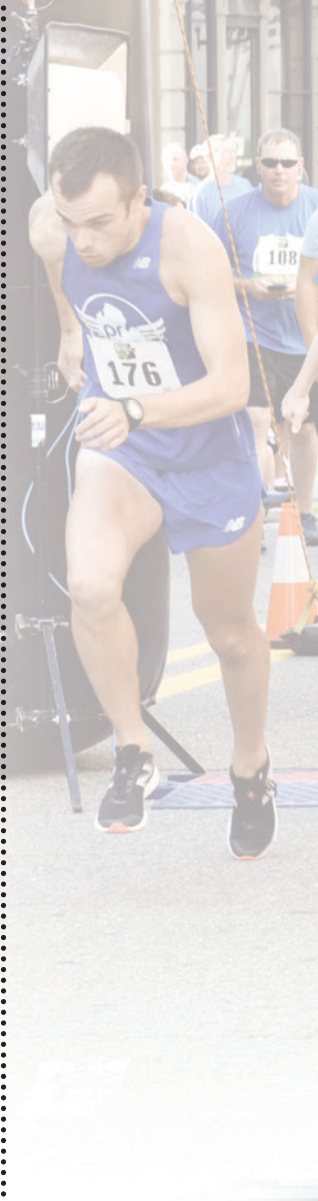


ITP 65th
Celebrating Our Program

The Mechanics of Success—the UA Instructor Training Program

Construction on the whole is changing. Tight schedules require a contractor’s workforce to be very skilled and to work even more efficiently than they have in the past. Advanced technology, cutting-edge techniques, and innovative tools that ultimately land in the hands of those working in the field require comprehensive training. Today, to be successful in this industry, journeyworkers have to be expertly trained in order to work productively and safely on the job, and at the UA, they are. The training that is invested in a UA apprentice, over a five-year period, is extensive. The ongoing training that is offered to UA journeyworkers is impressive and always on the leading edge. Behind the success of every local union training center in the United States and Canada is the UA Education and Training Department. Led by Director Chris Haslinger and Assistant Director Jim Pavesic, the department’s Training Specialists and training professionals all play a key role in the success of this department. In Canada, it is Director of Training/Canada Larry Slaney, Canada’s Pipe Trades Training Specialists, and UA Canada’s training professionals who follow through with the department’s initiatives. For both countries, deciding what areas to concentrate on can, in and of itself, be daunting. Subject matter is not the only factor that the departments’ professionals take into consideration when creating or revising programs. They also continue to evaluate various delivery methods of training as well. Their intent is that every UA member has the opportunity to succeed. This all happens in the months ahead of each Instructor Training Program (ITP) week. It’s the months of the “behind-the-scenes” that has made the ITP and the ongoing years of training that it supports so successful. Pair that with the execution of that training by the local union Training Directors/Coordinators and Instructors, and that is the reason that the UA journeyworker remains the most valuable in the industry.





This year, the ITP celebrated its 65th program. Instructors and Training Directors/ Coordinators arrived on the campus of Wash- tenaw Community College (WCC) in Ann Arbor, MI, to take part in the program on Sat- urday, August 11, and it culminated with grad- uation, which was held on Thursday, August 16. Classes concluded on Friday, August 17. With nearly 2,000 attendees, it was a record year at ITP, and attendees represented the United States and Canada, along with PTEU

(Plumbers Trades Employees Union) members from Australia. This “train-the-trainer” concept has been so successful, it has been emulated by numerous organizations. This year, new and revised programs included management classes, safety classes, and specific advanced technology classes. There were hands-on laboratories, com- puter modules, and lecture classes—all of which proved extraordinarily valuable to the participants.



Semper Fi Fund



The UA and members of the Ann Arbor community work hard to raise funds for this worthwhile cause every year. This year, there was an amazing turnout, with more than 360 participants in the 5K Race and Pub Crawl. Training Specialist Mike Hazard, General Secretary-Treasurer Pat Kellett, Assistant General President Mike Pleasant, and General President Mark McManus presented a check in the amount of \$39,356, which was the proceeds from the 2018 UA 5K and Pub Crawl, to Semper Fi Fund representative Eric Ally and his service dog, Sun. In addition, \$10,950 was collected through the sale of T-shirts, raffles, and more by the Milwaukee Tool Band, \$5,500 was collected personally from all of the UA General Officers, and \$5,000 was donated by the Union Sportsmen's Alliance. As in years past, it was announced that the UA General Office would match the funds raised at the 5K and Pub Crawl; therefore, the total amount of money donated to the Semper Fi Fund this year was \$100,162. It was stated that over the last five years, the UA has raised more than \$320,000 for the Fund.



Training Specialist Mike Hazard, who heads up the Veterans in Piping® (VIP®) program for the UA, spoke about the UA's participation in raising funds for the Semper Fi Fund.





General President Mark McManus



Director of Canadian Affairs Steve Morrison



Industry Day—Promoting Mutually Beneficial Collaboration

On Wednesday, August 15, industry owners and contractors were welcomed to the campus in order to experience what the ITP is all about. They had an opportunity to tour the campus and to witness the International Apprentices Contest that was going on all week long. General Secretary-Treasurer Pat Kellett and staff were responsible for organizing this worthwhile event. Director of Education and Training Chris Haslinger addressed owners, contractors, and industry representatives during orientation when he said, “You will be able to see firsthand what we, at the United Association, are doing when it comes to technology, training, and preparedness for the future in the piping industry.”

General President Mark McManus welcomed the UA industry partners as well, saying, “The Instructor Training Program is the crown jewel of what the UA does. This doesn’t occur by accident. The program continues to improve year after year after year. . . . We do a lot of things in the United Association. We train, we

organize, but what we do really well is provide a skilled workforce for our contractors. You will see that this program is the foundation of what this week is all about. The trainers are getting trained to bring this information back to their training centers. They are the bedrock of this organization. We collectively spend \$250 million a year on training—that’s a billion dollars every four years. This year, we have a record number of students at 1,974. We have 217 faculty members instructing and 200 industry partners involved. There are 461 first-time students, and 253 industry partner attendees, and we appreciate that. At this program, we offer 125 courses of curriculum, and there are three workshops being offered that will result in certifications, and we continue to expand.”

Director of Canadian Affairs Steve Morrison said, “It’s always great to come here and see the determination, dedication, and the pride in your craft that you, as Instructors, put forward every day.” Brother Morrison spoke about the down-





2018 World Plumbing Council/UA Instructor Training Program Scholarship



Director of Plumbing Services Tom Bigley (second from left), CEO of the Plumbing Industry Climate Action Center (PICAC) Shayne La Combre (on left), and General President Mark McManus (on right) presented Jean Claude Twagirimana from Rwanda with the 2018 World Plumbing Council (WPC) United Association Instructor Training Program Scholarship, which is given to trainers from developing countries. Prior to coming to the ITP, Brother Bigley and Jean Claude toured various training centers and walked several jobsites. During ITP week, Jean Claude was able to participate in classes throughout the week. Brother Bigley is on the Executive Board of the WPC, and Shayne La Combre is the acting Chair of the organization. Brother Bigley stated that Jean Claude was very impressed with the experience, and he was able to share the challenges that he faces in Rwanda. His hope is to take some of the lesson plans that UA Instructors shared with him back to Rwanda.



Director of Education and Training
Chris Haslinger



President of the MCAA Michael Brandt



turn in the oil industry in Canada, particularly in the Oil Sands. He continued, “The majority of our locals saw this coming, and they knew they would need to diversify. There has been a lot of infrastructure work at courthouses, schools, and government buildings, and it’s also been fortunate that we have a Prime Minister in Justin Trudeau who believes in unions. He gave out \$10 million dollars in grants to union training schools, and there’s more where that came from. Justin Trudeau has said that he needs unions to build up the middle class.”

Michael Brandt, President and CEO of the Smith and Oby Company, a full-service mechanical and plumbing contractor located in

Walton Hills, OH, and the President of the Mechanical Contractors Association of America (MCAA), congratulated Director of Education and Training Chris Haslinger and his team for putting on such a great program. Brother Brandt knows all too well what going through the UA apprenticeship program entails, as he graduated from the pipefitter apprentice program at Local Union 120 in Cleveland, OH.

He said, “I recently read that the construction industry will change in the next five years more than it has in the last 50 years. Just think about that. It’s a scary thought, but not to me. That gives us—the UA and MCAA—a real competi-

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Virtual Reality

It's Not Just for Gaming Anymore

In the construction industry, virtual reality (VR) is being used to improve design, safety, and training. For owners and contractors, utilizing the technology, which can allow for a “walk-through” of a building showing the actual repairs or renderings that will take place, can be extremely useful. This visual experience can be viewed anywhere in the world. VR has been on the UA radar for some time now. Director of Education and Training Chris Haslinger sees value in this medium, not only for education and training, but for recruiting as well. He said, “Virtual reality can be used in so many ways. A lot of what we are concentrating on right now is on the safety side. We have a trench simulation, where the VR headset wearer has to make several key decisions regarding ensuring a trench is safe before entering. We can simulate high-risk situations without putting anyone in danger. We can allow a journeyworker or apprentice to make a mistake without experiencing the consequences. When it comes to safety training, these experiences can make all the difference in how a person perceives a situation well into the future. Whether it’s using the virtual welder, being required to follow directions and safely move around a jobsite, or picking out the appropriate safety gear, it has been recognized that when a person experiences a safety issue while wearing a VR headset, as compared to watching a video, the exercises are so realistic, he or she rarely forgets it.”

Virtual reality has entered the recruiting world as well. According to Laura Biggie, the UA National Recruitment and Outreach Coordinator, who is utilizing a VR headset when she attends job fairs and expos to promote the United Association, the “cool factor” of the headsets immediately draws young people to the UA booth. Once the headset is put on, the wearer is able to experience the different crafts that the UA represents. They have the “option” to enter various doors in a hallway. Each door represents a particular craft, such as plumbing, welding, pipefitting, sprinkler fitting and HVACR. Once the VR headset wearer opens the door, there is a journeyworker completing a task. “This has been way more effective than showing a video,” Sister Biggie says. “It’s a different experience. They actually feel like they are right next to the journeyworker doing the task in the particular environment.”

Lauren Friedman, Coordinator of Online Learning Resources, attends trade fairs and has attended the Augmented World Expos. “They are doing some very cool stuff,” she said. “I also talk to a lot of people who are in the field and who are in education in different areas about augmented and virtual reality. It’s just an ongoing conversation. I feel that the UA is farther ahead than a lot of higher educational institutions, and I came from Johns Hopkins. Could you imagine doctors having surgery simulators where they could perform surgery and be able to make mistakes without losing a patient?”

What UA members do out in the field can be dangerous. The construction industry, as a whole, is embracing VR. The idea that someone can be put into a virtual situation, be required to make instant decisions based on virtual feedback, and then experience the result of those decisions is being viewed as a very useful tool, particularly when experiencing the operation of equipment.

“The next steps will be getting the sensory feedback,” Lauren Friedman said. “For instance, a welder welding on a simulator could feel it getting hot, or someone who was wearing a VR headset and wearing haptic shoes could walk into a trench and feel the sand shift. That’s some of the stuff that’s coming, and I think we will see it in the next couple of years.”



New Business Managers Seminar



During the Instructor Training Program week, new Business Managers were attending a seminar presented by Executive Vice President Jim Moss.



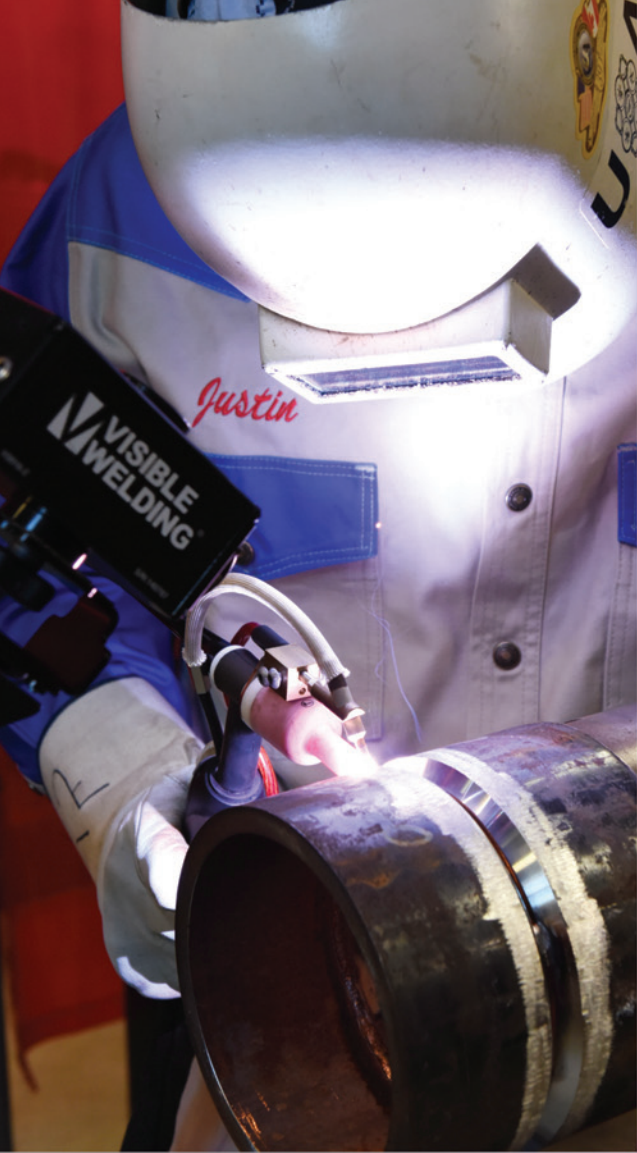
International Vice President Dan O'Donnell and International President Kinsey Robinson, United Union of Roofers and Waterproofers, toured the facilities of the Instructor Training Program.

tive advantage, especially against the open-shop. Why? Because both of our organizations clearly understand that, as a result of amazing new technology in our industry, how we build and service jobs is rapidly changing. In fact, not only do we understand this change and have totally prepared our membership for it, we are embracing that change. To me, that's what the Instructor Training Program is all about. This is a week where we prepare our Instructors, not for the present, but for the future. The UA is universally recognized as the construction industry's thought leader when it comes to training and education. This morning is really about one thing, and that's excellence, and that's what the UA is all about. Our joint pledge to our clients, the owners, is to bring our joint excellence to everything we do."

Other speakers on Industry Day included President of Washtenaw Community College Dr. Rose Bellanca; Kinsey Robinson, International President at United Union of Roofers and Waterproofers; and Earl Setches, Federal and State Secretary of the PTEU.

At the conclusion of the orientation, the industry attendees had the privilege of touring the Instructor Training Program classes and laboratories. Director of Education and Training Chris Haslinger encouraged the participants to witness the International Apprentice Contest that was going on all week. He also directed them to several special presentations that were being hosted by JB Knowledge, a technology solutions company for the construction industry.





Remote Training Through a Live Feed Could be a Model for the Future

Coordinator of Online Learning Resources Lauren Friedman and Welding Training Specialist Randy Gandy were busy testing a new approach to weld training during ITP week. “We are preparing to go live on a big monitor in a classroom that will be recording Justin Forni while he is welding in a welding booth,” Randy said. “Justin will be wired so he can answer questions and take direction from me while I’m in a classroom teaching.”

The system that they were testing works with “GoToMeeting,” an online meeting and video conferencing tool that enables businesses to collaborate with customers, clients, or colleagues via the Internet in real time. “Randy could be in New Hampshire and broadcast this in California,” Lauren said. “If Randy wanted to show a specific technique to a lot of welders, and it wasn’t ITP week, he could use this concept and be able to show everyone what he was talking about.” According to Lauren, individuals would just have to download “GoToMeeting,” and they would be all set to participate.

In the test that was taking place, Justin Forni was the welder, and he was outfitted with a Bluetooth so that he could follow instructions from Randy, who was conducting a class in a classroom. The participants could see Justin welding on a large screen in front of the classroom. Basically, they were viewing what Justin was seeing through his welding hood. It enabled them to have a closeup view of the bead without putting everyone in the weld booth with Justin.

Justin Forni is the UA Education and Training Department’s go-to welder when it comes to trying out new technology. He is a welder/pipefitter out of Local 412 in Albuquerque, NM, and when the training department was looking for a welder who liked to dabble in technology, Justin was their pick. “Anytime they want to try something new or innovative, they call me,” Justin said. “I’m familiar with all of the processes and have experienced them all, so it helps me to relate to whatever they’re trying to do.”

Justin said he is very old-fashioned when it comes to traditions and the way he lives his life, but when it comes to technology and keeping the UA ahead of the curve, he is all in. He considers himself to have a very technology-driven mind, and he firmly believes that “technology will outrun us if we don’t stay on top of it.”

He said, “I have made a living welding for the past 20 years, and I want to make sure that we are preparing the next generation to do the same for the next 20 years and beyond. It’s just been a total team effort between Randy, Director of Education and Training Chris Haslinger, and our suppliers and manufacturers. I go to a lot of welding shows, and I have a laboratory at home where I can work on prototypes of new equipment for manufacturers.”

With this particular notion, Justin said, it will give them a different approach to communicate with students in the classroom. He said, “Communication is really difficult when you’re training welders. There are different ways to learn, and now we can add this to our collection. Our goal will be to explain what we are doing while we are doing it. We hope to be able to communicate with 15 to 20 folks. We’ve never seen it done before. The challenge is the microphone, and getting real high-resolution pictures, and we are testing that all today. If a Bluetooth works, we will move to a headset.”

Training Specialist Randy Gandy said there is a whole different language when you are discussing welding, and for that concept alone, this could be a really nice adjunct to the weld classes. “For those students who are visual learners, this would work out perfectly. We could also utilize this concept at career fairs, showing prospective members exactly what we’re talking about.”

The concept is new, and there are some kinks to work out, but everyone was excited during the test, and they hope to perfect this technique in the future.





UA Instructor Women's Caucus



Laura Biggie

Director of Education and Training Chris Haslinger and National Recruitment and Outreach Coordinator Laura Biggie hosted the UA Instructor Women's Caucus luncheon. National Manager of Youth, Diversity, and Indigenous Relations, Canada, Alanna Marklund also attended and spoke regarding initiatives in Canada. Sister Biggie spoke about the department's latest tools, and there was a roundtable discussion among the attendees regarding methods of recruiting women into the piping trades.

UA Canada Hosted Canadian Women Instructor Training

UA Canada hosted a Canadian Women Instructor Training (CWIT) course. This 40-hour program was designed to prepare tradeswomen to become Instructors. "The idea," Alanna Marklund said, "is for the participants to return to their local unions to start on the path of delivering training to their local union members." Alanna Marklund is UA Canada's National Manager of Youth, Diversity, and Indigenous Relations. She continued, "The course offered them valuable experience that they will be able to use for teaching journeypersons and apprentices. Once they have worked at delivering training programs, the next step will be for them to come back to the ITP next year to enroll in the program and work towards their Instructor Certification."

Alanna Marklund stated that the course hosted five women who had not previously worked as trades Instructors or had very little exposure to training. The program took place in

a classroom setting, which included training to enable them to prepare for the delivery of successful course material and for teaching trades applications and theoretical concepts to apprentices and journeypersons. Alanna Marklund said, "This course is a step forward in providing diversity in the local union environment, and by doing so, UA Canada is proud to say that we have obtained five new women Instructors to add to the 13 UA women Instructors already working in Canada."

While in Ann Arbor, the CWIT students also participated in the UA Women's Caucus Luncheon that was held during ITP week, where they had the opportunity to meet and network with other Instructor tradeswomen from across Canada and the United States. All five of the women stated they had a great week, and that they were very successful in their coursework.



The Welders Performance Destructive Testing Mobile Unit—from Conception to Reality

“The initial concept for the Welders Performance Destructive Testing Mobile Unit was to expedite welder testing on the jobsite for UA members,” Welding Training Specialist Randy Gandy said. Destructive testing or bend testing is a simple and inexpensive qualitative test that can be used to evaluate both the ductility and soundness of a material, along with the skillset of the welder. The Education and Training Department decided to investigate whether it was beneficial to start to train in destructive testing techniques and the science behind it.

The original thought for a course on destructive testing was to house the equipment in the UA Weld Laboratory located in the Great Lakes building at Washtenaw Community College and to teach the theory behind bend testing to the Instructors. The idea was that the equipment could be moved around campus via a forklift. However, Director of Education and Training Chris Haslinger decided that, if it was feasible to build a mobile unit by utilizing one of the UA’s training trailers, that would be the way to go. That way, not only could the unit be used for training, but it could be used for actual testing at jobsites as well. For example, if a contractor had 200 welders who needed to be UA weld tested and evaluated on a job, by utilizing the bend test as opposed to non-destructive testing, those welders could possibly receive their weld test results much earlier than a non-destructive testing result, which would expedite them to the job sooner.

Plumbers and Pipefitters Local 430, Tulsa, OK, Welding Training Coordinator Kenny Eden and part-time Weld Instructor Pete Villanueva became involved with the project after they had a conversation with Randy Gandy.

Randy said, “We went to Pioneer Pipe, and we worked with Triangle Engineering, and we laid out and designed the trailer. Lincoln and Miller donated the equipment, and they are both great partners of ours.” Pete added, “They were both very impressed with the concept of a mobile unit that would be designed for the operation of testing equipment.” Pete stated that he was asked to come to the Instructor Training Program as an Instructor to teach students how to operate the machine and all the fixtures that go through it.

The new trailer has three stations in it. The three stations include: the manipulation of the cutter, cleaning up the specimen to code, and operating the hydraulic wraparound bender. The course that was offered at the 2018 Instructor Training Program that utilized the new mobile trailer was called “Operation of the Destructive Testing Equipment for the UA Weld Test.” Pete said, “Using this equipment, we were able to take 90 percent of what the UA is using for a weld test, put a coupon in it, and bend specimens.” Randy Gandy stated that they have welding booths equipped with Regulated Metal Deposition (RMD), Surface Tension Transfer (STT), Gas Tungsten Arc Welding (GTAW), Shielded Metal Arc Welding (SMAW), and Gas Metal Arc Welding (GMAW).

Pete said, “I’ve been so fortunate to have been fast-tracked—from starting out in the Camp Pendleton Veterans in Piping® (VIP®) program to being where I am today. But being an Instructor at ITP—that’s really incredible! Everyone who has run through the machine today in this course has been good. They say in the Instructor Training Program that no class is 100 percent successful, but I feel that we are right on target as far as hitting our end goals.”

Training Specialist Gandy added, “Pete was very instrumental in getting this program up and running. He was already very experienced with the equipment, and his aptitude and attitude were perfect for this job. He’s the perfect person to be doing this. He is very direct and positive. He learned from Ken Eden and has self-studied. I met him, and there was an immediate connection. We think alike.”

Bend testing has many advantages, and this mobile unit could be a real asset on a jobsite, not only for the contractor, but for the UA member as well. Compared with the high cost of X-ray testing, bend testing is much more cost efficient and requires much less expensive, complicated equipment. With bend testing, Randy Gandy stated, you don’t need to rely on subcontracted testing personnel, and you get immediate results.

“I see the unit moving around to larger jobsites in the future,” Randy said. “This will greatly benefit our members who have been in situations where they have had to sit in a hotel room to see if they’ve passed a non-destructive weld test. The advantage for our instructors will be their understanding of why you have to bend a coupon, and why you have to cut them, and why you have to radius the ends, and to understand where the codes come from, and to standardize the way we teach these skills.”

The creation of training courses such as this, and the mode in which the Education and Training Department trains in them, is ever changing. The UA Training Specialists are looking at this criteria all year long, with the end-game always being—what will be the greatest benefit to the UA membership.



Those graduates who were adorned with red, white, and blue cords were honored for their service to our country.



Graduation— The Significance of a UA Education

As the 2018 graduates walked into the auditorium in formation at Michigan State University, there was a thunderous applause. Seated in the audience were graduates' local union brothers and sisters, family members, relatives, and friends, who all understood the commitment and hard work that every graduate put forth to get there. It was a momentous occasion. The certification of UA Training Directors/Coordinators and Instructors is so significant that every UA General Officer attends this graduation every year and shakes the hand of every single graduate.

When Director of Education and Training Chris Haslinger stands in front of the graduates, there is no doubt that he is proud—proud of the work that every graduate has completed. During the ceremony, he thanked General President Mark McManus for his commitment to training by stating, “General President McManus continues to support the many initiatives undertaken by our training professionals, and he un-

derstands the challenges that we face at every level of this great organization.”

General President McManus addressed the graduates. He said, “The UA is a complex and diverse organization, but it boils down to one simple thing: We supply highly skilled and qualified manpower to signatory contractors. That is our basic mission statement. That mission would never be successful without our Training Coordinators and Instructors. I want all of them to know that we are indebted for their service to the United Association.” He went on to say, “Over the past few decades, the construction industry has changed dramatically. Technology is playing a much larger role now, and the speed with which that technology is being developed can be mind blowing. But our Instructors and Coordinators are keeping up with that technology just fine. Our programs are constantly evolving so that our members stay competitive. That’s one of the things that

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General President Mark McManus



Director of Education and Training
Chris Haslinger



Assistant Director of Education and
Training Jim Pavesic



Director of Training/Canada Larry Slaney



UA members who received their associate's degrees



One Instructor's Journey Has Been Long But Worth It

Plumbers and Pipefitters Local 392, Cincinnati, OH, Instructor Todd Boenitsch got into the trade through a recommendation from a friend who had been organized into the UA. After Todd graduated from high school early, and he was looking for a job, his friend encouraged him to apply to the UA. Todd said, "I applied, but initially didn't make it in. They called me back though and offered me a pre-apprentice position. My friend told me to take it, to do a good job, and to apply for the apprenticeship again the next year. I didn't have to interview the next year. I got in, went through the apprenticeship, and turned out as a journeyman pipefitter. I just took to welding, and I wanted to know everything about it. Today, I'm a Foreman in a fabrication shop, and I work for a local contractor. I'm also an Instructor for my local. Before I became an Instructor, I would help the apprentices on the job. I had a few friends who were Instructors, and they were constantly giving me grief, because we all have a certain way of doing things, and I was showing these apprentices my way. They were saying, 'If you want to teach apprentices, come down to the school and teach them here.' Two years later, I got a call to see if I was still interested in teaching. I said yes, and that's how it all started. I love it."

Todd's Training Coordinator had him first attend the Instructor Training Program in 2008, when he first started teaching. Todd said he wasn't able to come every year. "It's been a long, strung-out journey," he said, "but I'm seeing it through. I'll graduate from the program this year. I will try to continue to get my associate degree as well."

Todd is a Certified Welding Inspector (CWI), and he stated that he has always brought back a lot of skill and relevant information from the program. "You really need to teach welding hands-on," he said. "It's amazing how close the UA is with current technology and knowledge. I couldn't imagine doing this anywhere else."



President of the MCAA Michael Brandt applauded the graduates' distinguished efforts toward their graduations.



keeps us so strong in the marketplace.”

General President McManus turned to the International Apprentice Contest competitors and said, “To our best and to our brightest, the apprentices, you are all simply outstanding. Every year, tests get more and more complex, and every year, you simply knock it out of the park. We collectively ask and challenge you to take what you have learned at this contest and become our next generation of leaders—leaders on the jobsite for our excellent signatory contractors, leaders in the classroom who will inspire your fellow classmates as you’ve inspired us all week long, and leaders in your local unions. Support your Business Managers and Business Agents and all of the Officers. Be a positive voice for the United Association. The future looks bright because of you.”

Michael Brandt, President of the Mechanical Contractors Association of America (MCAA), addressed the graduates. He said, “To the graduates here today, having mastered your trade, I know each of you believes in what you’re doing, and I know you’ll use your imagination and initiative, and you will indeed make a difference in the lives of the apprentices that you teach. You not only possess the knowledge and skills to teach apprentices, but you also possess the ability to make a difference in their lives in a very beautiful and fulfilling way. What a wonderful position to be in!”

There was much celebration from all of the graduates’ supporters as each graduate received his or her diploma. It’s been a long road for many, and they were all rightfully proud.





President of Washtenaw Community College Dr. Rose Bellanca



The UA General Executive Board and special guests



Martin P. Durkin Lifetime Achievement Award **Instructor John Russell from Plumbers Local 5, Washington, D.C.**

This award honors individuals who have devoted their lives to training and educating United Association members and whose commitment to the UA and to training is determined to be extraordinary.

During the ITP graduation, at the award ceremony, Director of Education and Training Chris Haslinger said, "This recipient is one of the unsung heroes of the Instructor Training Program. He has been an essential part of the program for many years and brings a high level of expertise in CAD/BIM and other technologies that are so much part of our training now. He is not someone who would be expecting this recognition, but he certainly deserves it. John, congratulations, and thank you for everything you do for us."

Brother Haslinger said that Brother Russell graduated from the ITP in 1995. He is also a graduate of the University of Maryland and has been an Instructor at the Local 5 Mechanical Trades School since 1989. He's taught CAD/BIM and VC at the ITP since 1991, and he's in charge of those Local 5 training programs there. He has 36 years of commercial construction experience, and 34 of those years involved drawings and models for all aspects of the piping trades. His extensive experience and knowledge as a virtual construction coordinator and detailer are always evident.



The 2018 Instructor Training Program graduates

2018 Contest Winners

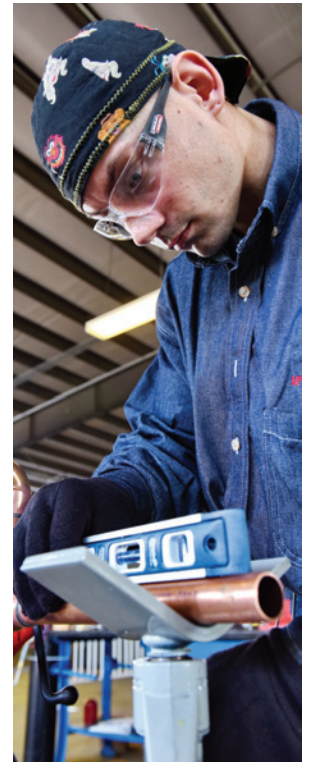


From left are General Secretary-Treasurer Pat Kellett; Sprinkler Fitter winner Ryan Young, District 6, LU 853, Toronto ON; Welder winner Colton Meyer, District 4, LU 23, Rockford, IL; Plumber winner James Houser, District 2, LU 27, Pittsburgh, PA; Pipefitter winner Jacob Barras, District 3, LU 234, Jacksonville, FL; HVACR Service Technician winner Ryan England, District 4, LU 137, Springfield, IL; and General President Mark McManus.

The International Apprentice Contest

The Results of Expert Training and Mentorship

The International Apprentice Contest (INAC) is the result of the collaboration between industry partners and the UA, which begins months before the contest. To put a contest on of this caliber is a monumental task each year. This year, Patrick “Fuzz” Faley took over the reins as Chairman of the INAC Committee, and his leadership and demeanor contributed to the success of this year’s contest. Brother Faley worked alongside INAC Committee members Kelly Robinson, Brian MacDonald, Joe Matthews, Mark Mitchell, and Rick Wilson, all of whom worked long hours to ensure the caliber of the contest.



Winners of the Copper Development Association Project 2018



From left are Welder Andrew M. Kohler, Local Union 572, Nashville, TN, District 3; Sprinkler Fitter Matt. J. Harken, Local Union 483, San Francisco, CA, District 5; Plumber James Houser, Local Union 27, Pittsburgh, PA, District 2; Pipefitter Timothy G. Staats, Local Union 597, Chicago, IL, District 4; and HVACR Service Technician Michael W. Spence, Local Union 537, Boston, MA, District 1.



The Allyn Parmenter/George Bliss Leadership Award is presented to the apprentice contestant who demonstrates exceptional leadership and honors the ideals set forth by the Standard for Excellence. This prestigious award went to pipefitter contestant Jacob D. Barras, District 3, LU 234, Jacksonville, FL. Pictured, from left, are Director of Education and Training Chris Haslinger, General Secretary-Treasurer Pat Kellett, award recipient Jacob Barras, General President Mark McManus, and Assistant General President Mike Pleasant.



Forty-five years ago, in 1973, two plumbing competitors arrived at Purdue University to compete in the International Apprentices Contest. They were positioned right next to each other. Fast forward to 2018, and Kelly Robinson (on the left) and Clancy Kelly were reunited as judges for the 2018 competition. They had not stayed in touch, but with names so closely related, Brother Robinson recognized Brother Kelly's name immediately. The two were reminiscing about their time in the contest. They both remembered their projects and the stress that they both felt at the time. Brother Robinson said, "I remember the projects and that I was number 10." Brother Kelly added, "I don't remember much. It was all such a blur. Back then, there were 120 contestants in all of the crafts. It was very intense. I do remember that half of the contest was mechanical, half was written, and there was welding and rigging and cutting. There was an assembly project as well." Brother Robinson added, "I remember that Clancy beat me."

Brother Robinson is retired from Plumbers and Pipefitters Local 527, Kitchener, ON, but he still teaches apprentices at night for his local union. He taught rigging at ITP for about 10 years after he retired. Two years ago, he retired from being the rigging Instructor. He's worked with apprentices for 30 years, and when he was asked to come back and help out with the INAC, he was enthusiastic about the prospect. He was the District 6 Representative, and he helped out with the welders and judged the pipefitters as well. "I love the kids," Brother Robinson said.

Clancy Kelly stated that when he was a competitor in the contest in 1973, he was affiliated with Plumbers Local 130 in Chicago. He left Chicago in 1974 and joined Plumbers and Pipefitters Local 26 in Western Washington and has since retired. He has been a judge for the contest for about eight years. Brother Kelly worked for JH Kelly, and INAC Committee member Brian MacDonald had a good friend who worked at JH Kelly who always helped with the front-end of the competition. That friend came the first year, and Brother Kelly started coming the year after that, since he had once been a competitor. "It's been a great experience," he said.



The INAC Committee



From left are Joe Matthews, Kelly Robinson, Committee Chairman Patrick "Fuzz" Faley, Brian MacDonald, Rick Wilson, and Mark Mitchell.



There were 32 competitors in all, including six from Canada and two from Australia. Director of Education and Training Chris Haslinger stated that the 32 apprentices represented the best of tens of thousands of apprentices in the U.S., Canada, and Australia, and that everyone of them was a winner in his book.

INAC Committee Chairman Faley said, "I would like to thank all of the vendors that donated material and equipment, the judges and journeymen for volunteering their time, and last year's winners for returning to help with the contest this year. I would also like to thank Tony Esposito for his assistance and support in getting the necessary equipment and materials to the car barn for the contest. A big thank you also goes out to former INAC Committee Chairman Jerry O'Leary for his guidance, which helped to make this year's competition a success. The success of this contest is really about team effort!"

The winners of this year's International Apprentice Contest were: HVACR (Heating, ventilation, air conditioning, and refrigeration) Service Technician winner, Ryan D. England,

Local Union 137, Springfield, IL, District 4; Pipefitter winner, Jacob D. Barras, Local Union 234, Jacksonville, FL, District 3; Plumber winner, James Houser, Local Union 27, Pittsburgh, PA, District 2; Sprinkler Fitter winner, Ryan L. Young, Local Union 853, Toronto, ON, District 6; and Welder winner, Colton D. Meyer, Local Union 23, Rockford, IL, District 4.

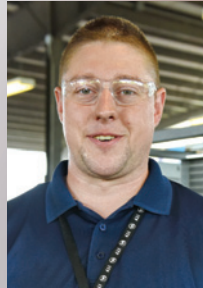
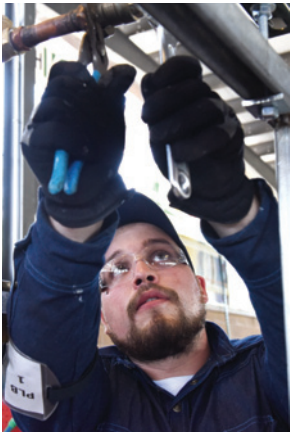
In addition, each year the Copper Development Association awards \$1,000 and a trophy to the best copper project from each craft that is constructed in the copper project segment of the INAC. The winners were: HVACR Service Technician Michael W. Spence, Local Union 537, Boston, MA, District 1; Pipefitter Timothy G. Staats, Local Union 537, Chicago, IL, District 4; Plumber James Houser, Local Union 27, Pittsburgh, PA, District 2; Sprinkler Fitter Matt J. Harken, Local Union 483, San Francisco, CA, District 5; and Welder Andrew M. Kohler, Local Union 572, Nashville, TN, District 3.

Congratulations to all of our winners!



The 2017 International Apprentice Contest Winners Reflect on this Past Year

Every year, the winners of the International Apprentice Contest from the previous year are brought back the following year to assist with the contest. While they bring their experiences from the previous year with them, their role in the contest is strictly laid out by the INAC Committee, which is to help with the daily operation of the contest. They do not coach or interact in any way during the competition, unless there is a specific safety issue to be addressed. Since winning the contest, the participants have had a chance to reflect on what winning the contest meant to them and about some of the individuals who have helped them along the way.

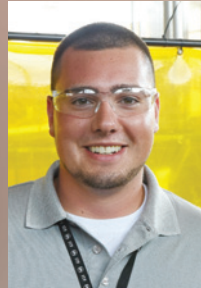


2017 Pipefitter winner, Journeyman Jerry Wiess, Local 22, Buffalo, NY

"It was such a great experience. When they called my name last year, I was just in shock. I didn't expect it at all. I expected a lot of competition. Everyone was so great, and I was really grateful to have the opportunity to work with them. At the same time, it was stressful doing the best job I could do every day. It was really nice to have the time together with the other competitors, and the comradery was so great with everyone. We became friends even though we were competing against one another."

"I'm a journeyman now. I turned out last year. I work for John W. Danforth Company. They had a congratulations celebration for me after I won. It was awesome. The contest opened a lot of doors. I had a lot of offers, but I'm very happy where I'm at. I've been working at a chemical plant for almost a year. I had a lot of people help me along the way. Going forward, I would like to offer the same to the apprentices coming up."

One of my Mentors to be Acknowledged – "Dean Carhard, my foreman, for taking the time to help me out. He took the time every day to teach me."



2017 Welder winner, fifth-year apprentice Nick Lerma, Local 597, Chicago, IL

"It was brutal the first couple of days, and it was stressful, but you knew you just had to do your best. I got lucky and won the copper project competition too. It was all very intense, even at the ceremony."

"I never thought I could do something like compete in this competition. It all started at Grundy Area Vocational Center, where I went for my junior and senior years. I met Jim Cebulski, who was a Local 597 member and a teacher there. His students compete in competitions and SkillsUSA, and every year he has had a state champion. In high school, nothing interested me. You walked into his classroom, and he had these welding hoods on the wall, and they said first place, second place, third place, and I just felt like it was something I wanted to do. I had never welded before, but it really interested me. He always talked about Local 597 and how in the union, the possibilities were endless. I started competing at competitions, and at my first one, I got third place. I wanted to be the best, and he was the perfect teacher for someone who wanted to do their best. There were five competitions, and I wanted to win all five. I won four, and placed third at the last one. He kept riding me hard to be the best. I'll never forget him."

One of my Mentors to be Acknowledged – "Jim Cebulski, my welding instructor who showed me the way."



2017 Plumber winner, Donald Adams III, Local 322, Southern New Jersey

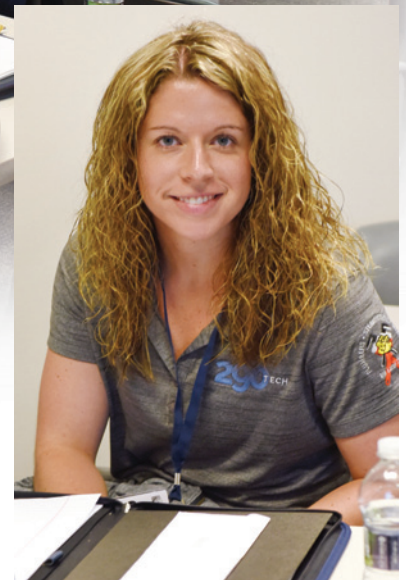
"Last year, the competition was tough, but I had a really good time. I still keep in touch with a lot of the other guys who were competing. There was so much to do in a really short amount of time. It takes really strong time management skills while trying to make your project perfect."

"Since winning the contest, I got hired by a great contractor, Falasca Mechanical. They asked for me when I won the District Competition. I'm the youngest foreman by about 10 years. I just got elected to the Plumbing Examining Board for the local as well. I'm starting to help out. I'm teaching classes at night, so I might be up here next year in class. When I came here for the competition last year, and I saw over a thousand people, I knew this was serious, and I became aware of what it takes to get here. When you're home, the training environment is smaller, but here, when you see all of this at Ann Arbor, it's impressive. I want to get more involved in my local, and I definitely want to give back. My long-term aspirations are to teach a couple classes at night."

One of my Mentors to be Acknowledged – "Wade Simpkins was my foreman on a couple of projects. He taught me a lot about layout and taking good numbers, and he didn't treat me like a grunt. He took the time to teach me."

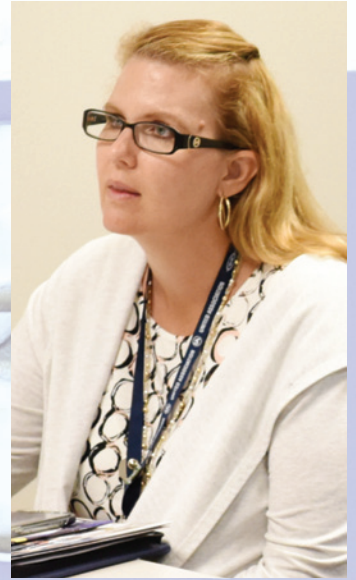


The UA Office Professional Seminar— Gaining Industry Insight and Knowledge



The Office Professional Seminar was scheduled just prior to the Instructor Training Program week, August 6-8. Two hundred and fifty-nine office professionals attended the seminar, which was a record number of attendees. Each participant had an opportunity to select eight workshops, which had been designed to help both local union and Joint Apprenticeship Training Committee (JATC) office professionals. There were also general workshops such as “Utilizing Office Word and Excel 2016,” both intermediate and advanced courses, “Social Media: UA Uses and Potential Pitfalls,” and “Utilizing Office Outlook and Outlook Platforms,” to name just a few. Everyone who attended found the information attained to be very informative, as their jobs as office professionals are extremely valuable to their local unions and JATCs.





Sign in with your UA OIR

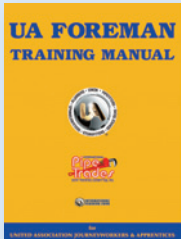


INTERNATIONAL PIPE TRADES JTC

UA Members Order Form

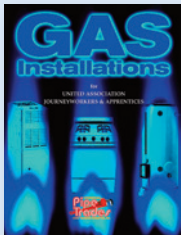
These books are only available to members of the United Association, members of Local Joint Apprenticeship Committees and members of sponsoring Employer Organizations. Please be sure to include your Local Union and UA Card number.

Foreman Training



The UA *Foreman Training* manual is a comprehensive guide to foreman training. The manual opens with the UA's Standard for Excellence, followed by a chapter designed to explore the full cost of an hour of labor. Additional topics covered in the manual's 16 chapters include leadership and motivation, image and professionalism, understanding and resolving conflict, the art of negotiation, and discipline. The manual also covers practical skills needed by every foreman, including documentation and record-keeping, planning and scheduling, and measuring and improving productivity.

Gas Installations



Gasfitting is no longer an added skill of the more established piping trades. In some areas of North America, it is a standalone trade with its own apprenticeship and training program. In many regions, gasfitting has evolved into a big business, supporting a growing number of gasfitters. The *Gas Installations* manual contains seven chapters covering both natural and LP gas systems. Included are chapters covering the properties of gas and the combustion process, gas piping systems, clocking and orifice sizing, air supply and venting, valves and regulators, electrical systems and controls, and appliances.

Make check or money order payable to:

International Pipe Trades JTC, Inc. (IPT-JTC)

Or charge to Visa American Express MasterCard

Account No.

Expiration Date - Security Code (On back of card)

Name on Card

Signature

Contact Phone #

Payment must accompany orders by individuals. Please show street address. Our carrier cannot deliver to a post office box.

Mail To: International Pipe Trades JTC, Inc.
687-B Commerce Drive
Upper Marlboro, MD 20774-8702

Name Date

Address

City State Zip Code

Local Union No. UA Card No.

Email Address

NOTE: The UA online bookstore is available to all active UA members at

shop.iptbookstore.com

ONE COPY LIMIT ON EACH MANUAL/CD			
Item No.	Manuals/CDs	Price	Amount PAID
1020	Advanced Plan Reading & Related Drawing	\$80.00	
1025	Advanced Valve Repair	\$35.00	
1040	Backflow Prevention Reference Manual	\$95.00	
1050	Basic Electricity	\$25.00	
1185	Building Controls	\$70.00	
1070	Conservation and Safe Handling of Refrigerants	\$35.00	
1075	Customer Service Skills Flashcards	\$25.00	
1080	Drainage Systems	\$65.00	
1090	Drawing Interpretation and Plan Reading	\$60.00	
1100	Electric Controls for Mechanical Equipment Service	\$70.00	
1103	Energy Auditing Practices	\$50.00	
1105	Foreman Training	\$50.00	
1110	Gas Installations	\$60.00	
1160	Hydronic Heating and Cooling	\$40.00	
1170	HVAC and Refrigeration Systems	\$95.00	
1180	Applied Science of Instrumentation	\$55.00	
1190	Job Safety & Health	\$30.00	
1220	Oxy-Fuel Practices	\$30.00	
1230	Pipe Bending E-Book CD	\$10.00	
1235	Pipe, Fittings, Valves, Supports, and Fasteners	\$50.00	
1240	Piping Handbook and Offset Formulas	\$5.00	
1065	Plumbing Code Application Manual	\$150.00	
1250	Plumbing Fixtures and Appliances	\$55.00	
1257	Plumbing Service, Maintenance, and Repair	\$100.00	
1260	Pneumatic Controls	\$50.00	
1275	Pumps	\$30.00	
1280	Refrigerant Controls	\$40.00	
1290	Refrigeration	\$55.00	
1300	Related Mathematics (with Interactive CD-Rom)	\$80.00	
1310	Related Science (with Interactive CD-Rom)	\$105.00	
1320	Rigging	\$28.00	
1325	Solar Water Heating Systems	\$68.00	
1330	Soldering & Brazing	\$26.00	
1340	Start, Test, and Balance	\$65.00	
1345	Steam Systems	\$38.00	
1348	Tube Bending	\$18.00	
1350	Use and Care of Tools	\$35.00	
1370	Valve Repair Program	\$40.00	
1380	Water Supply Systems	\$40.00	
1390	Standard for Excellence	\$18.00	
1420	Welding Practices and Procedures for the Pipe Trades	\$80.00	
		Subtotal	
Prices subject to change without notice.		Maryland residents, add 6% sales tax	
		Add 9% for shipping (\$2 minimum charge)	
		US \$ TOTAL	

Canadian UA Members must place orders for individual training manuals with their Local Union Business Manager.

SAINT LOUIS, MISSOURI

Grandson of Local 562 Member is an Eagle Scout

Richard Vaughn, a retired member of Plumbers and Pipefitters Local 562, St. Louis, MO, is very proud of his grandson, Tayler L. Vaughn, who has received the highest ranking from the Boy Scouts of America, Eagle Scout. Tayler's Eagle Scout project was the construction of a walking bridge at the Prairie Fork conservation area in Williamsburg, MO. Brother Vaughn said that Tayler joined the Cub Scouts at the age of seven.

It was reported that Tayler has also been inducted into the National Honor Society. He was a player on the North Callaway High School's golf team, which he truly enjoyed, Brother Vaughn said.

Tayler has many UA family members. In addition to his grandfather, who retired from Local 562 in 2010, Tayler's Uncle Charles "Chuck" Vaughn is a member. His great-grandfather, William Dean Vaughn, and his great-great uncle, Doyle Vaughn, were also members of Plumbers Local 317 in Columbia, MO, which joined Local 562 in 1995.

Brother Vaughn would like to tell Tayler that his entire family is proud of his accomplishments, and they are very proud that he is attending Linn State Technical College in Linn, MO.

Congratulations, Tayler, and we wish you much luck at school this year.



Brother Richard Vaughn is pictured with his Eagle Scout grandson, Tayler.



Brother Davis congratulates his son, Clayton, on achieving his PhD.

Retired Local 562 Member's Son Attains PhD

Retired Plumbers and Pipefitters Local 562, St. Louis, MO, member Jay "the Welder" Davis is pleased to celebrate the fact that his son, Clayton Davis, has successfully graduated from the University of Indiana, Bloomington, with his PhD in Informatics, Computing, and Engineering.

Brother Davis reports that growing up in a union household, gave Clayton the strength, support, and work ethic that helped him attain his Eagle Scout rank and to press forward to achieve his PhD.

Congratulations, Clayton, and best wishes for great success in the future!

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EDITOR'S NOTE:

Due to the enormous number of submissions each month, we have a sizeable backlog of articles for the Local Reports section. It may be some months after a submission is received before it appears. We are making every effort to publish these as soon as possible.

CENTRAL NEW JERSEY

Local 9 Member's Daughter Graduates with Master's Degree

Brother Jim Whalen from Plumbers and Pipefitters Local 9, Central New Jersey, is so proud of his daughter, Julie, who received a Master of Arts (M.A.) Degree in Organizational Leadership with a focus in Higher Education from Rider University.

Congratulations, Julie, on your advanced degree! We wish you continued success.



Brother Jim Whalen is pictured with his daughter, Julie.

JERSEY CITY, NEW JERSEY

Local 274 Member's Son Completes a 50K Run

Mike Flartey, son of Raymond Flartey, who is a 53-year member of Pipefitters Local 274, Jersey City, NJ, recently participated in the Epic 5 Ultrarun Challenge in Hawaii, completing a 50K (31 miles) run every day for five consecutive days. Each day the run took place on a different island—Kauai, Oahu, Molokai, Maui, and the Big Island. Brother Flartey reports that Mike is an avid participant in marathons and Ironman competitions, and he is the owner/operator of Windward Endurance Training in Oahu. If anyone is interested in learning more, visit www.windwardendurancetraining.com and www.epic5.com.

Congratulations, Mike, and we wish you much success with your business!



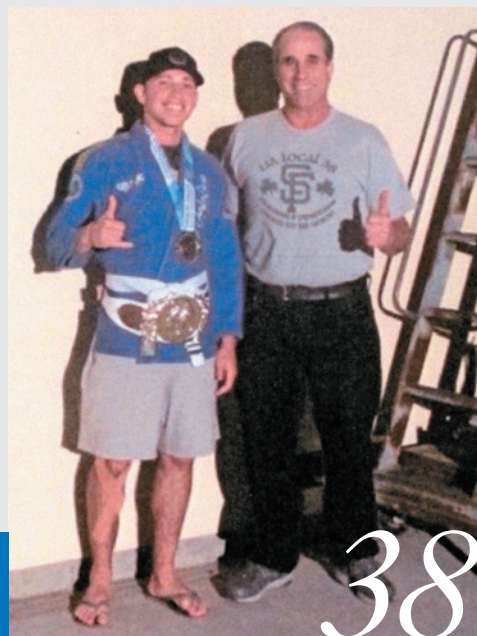
Mike Flartey shows off his E5 tattoo.

SAN FRANCISCO, CALIFORNIA

Local 38 Member's Grandson Wins Jiu-Jitsu Tournament

Plumbers and Pipefitters Local 38, San Francisco, CA, 45-year member Terry Murphy is so proud of his grandson, David Miranda. David won first place in a regional jiu-jitsu tournament held in April in Lathrop, CA. Brother Murphy said, "We are all very proud of his accomplishment. It was his payoff for years of training." He reported that David is currently working and going to college. He also added that David's dad, Gus Garcia, and his uncle, Eric Murphy, are both members of Sprinkler Fitters Local 483 in San Francisco.

Congratulations, David, on winning first place. We wish you much success with your studies, as well as commend your hard work in jiu-jitsu.



Brother Terry Murphy is shown with his grandson, David Miranda, at David's jiu-jitsu tournament.



Brother Brad Mooney, on left, and President of DePue Mechanical Jim Jacobsen show off their completion medals at the Ironman 70.3 in Muncie.

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CHICAGO, ILLINOIS

Another Ironman in Local 597 Member's Portfolio

Pipefitters Local 597, Chicago, IL, member Brad Mooney, who is a Superintendent for DePue Mechanical in Minooka, IL, and President of DePue, Jim Jacobsen Jr., completed the Ironman 70.3 Muncie, IN, Triathlon. It was reported that Brother Mooney has completed six Ironman triathlons, and that both competitors are veterans of the United States Navy.

Congratulations for your most impressive finish at the Ironman 70.3 Muncie Triathlon!

NEW YORK CITY AND LONG ISLAND, NEW YORK

Local 638 Retirees Still Have the Union Spirit

Three retirees from Enterprise Association Steamfitters and Sprinkler Fitters Local 638, New York City and Long Island, NY, are enjoying their retired lives on a sunny North Carolina coast. They are Sister Carolann Giampolo, 34-years of service; Brother Ed Fruhsamer, 57-years of service; and Brother Brian Kearney, 51-years of service. They reported that they have 142 years of service between them, and they are still "union strong!"



From left are Sister Carolann Giampolo, Brother Ed Fruhsamer, and Brother Brian Kearney.

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Local 638 Business Agent Wrestles in Master's Nationals

Enterprise Association Steamfitters and Sprinkler Fitters Local 638, New York City and Long Island, NY, Business Agent Patrick "Paddy" Daly wrestled in the Master's Nationals in Las Vegas, NV. It was reported that Brother Daly placed third in the Greco and third in the Freestyle divisions, and that he wrestled for the New York Athletic Club.

Congratulations, Brother Daly, on your excellent placings at the tournament!



Brother Paddy Daly is pictured holding his third-place plaque.

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UNITED ASSOCIATION BURIAL EXPENSE BENEFIT PLAN UNITED STATES MEMBERS

Effective April 12, 2018

I. GENERAL INFORMATION ABOUT THE UNITED ASSOCIATION BURIAL EXPENSE BENEFIT PLAN

Burial Expense Benefits have been provided to United Association members since 1902. When the Employee Retirement Income Security Act (ERISA) was enacted, such burial expense arrangements were covered benefits. Although neither a formal Plan nor a formal Summary Plan Description is required, the United Association has prepared this booklet to serve as both the Plan and Summary Plan Description and to answer many of your questions about your Burial Expense Benefit. The Burial Expense Benefit is funded with a portion of the members' dues. Benefits for United States members have been insured since April 1, 2007. The assets of the Burial Expense Benefit Plan are part of the general assets of the United Association.

The Burial Expense Benefit Plan is operated and administered by the United Association. The General Secretary-Treasurer is the administrator of the Plan. In addition, his office also maintains records of the Plan, processes benefit payments and performs all of the day-to-day administrative tasks necessary to operate the Plan. The name, address and phone number of the General Secretary-Treasurer is:

Patrick H. Kellett
General Secretary-Treasurer
United Association
Attention: Burial Benefits Department
Three Park Place
Annapolis, MD 21401
(410) 269-2000

II. RULES OF THE PLAN

You participate in the United Association Burial Expense Benefit Plan if you are a member in good standing of the United Association and you have been a member of the United Association for at least six (6) continuous months.

Burial Expense Benefits for United States Members

A benefit is payable under this Plan if, at the time of your death, you are a member in good standing of the United Association and you have been a member of the United Association for at least six (6) continuous months.

Consistent with the requirement that you be a member in good standing, a benefit is not payable if, at the time of your death, you are a suspended member owing over three months' dues. If, prior to your death, you reinstate from suspension for owing over three months' dues, the period of time you were suspended will effectively count toward the requirement of membership for six continuous months. The date of reinstatement is immaterial, as long as it occurs prior to your death. In addition, if you die following reinstatement from honorable withdrawal status, a benefit is payable irrespective of the date when the reinstatement occurred.

In the case of Production Workers under Section MT-5 of the United Association Constitution, all periods of service, whether or not continuous, will be aggregated for purposes of determining whether benefits are payable.

If these requirements are met, a burial expense benefit of \$2,500 is payable. If these requirements are not met, a burial expense benefit is not payable.

Interest, as determined by any insurance policy and paid for by the insurance company, may accrue and may be payable on benefits depending on the time a satisfactory proof of claim is submitted to the insurance company and the amount of time it takes to process such claim.

Filing Claims for Burial Expense Benefits

Burial Expense Benefit claims are filed through your Local Union. The following is the procedure for filing a claim:

1. Notify the Local Union of the member's death.
2. The Local Union will:
 - a. Access the Report of Death Application on the Member & Organization Management System (MOMS) at <https://moms.uanet.org>, or alternatively download the Report of Death form from the United Association Website: <https://uanet.org>, under Tools/Forms/General UA Forms.
 - b. Complete the Report of Death form, including the Financial Secretary's signature.
 - c. Attach a copy of the death certificate, a funeral bill and evidence that the funeral bill has been paid. The funeral bill must be a current statement showing the decedent's name, the balance due and proof of bill payment if paid, including information identifying who paid the bill. If applicable, include a copy of a pre-need arrangement. A funeral bill is not required when a body is donated to science.
 - d. If there is one, attach the beneficiary card.
 - e. Send all of the above information to the General Secretary-Treasurer for processing. If using the Report of Death Application on MOMS, the Local Union will generally file everything online. However, if a scanned death certificate is considered not valid by the State in which the certificate is issued, it may not be submitted online. In such cases, the Local Union may complete the Report of Death Application online and make a selection noting that the death certificate will follow by mail. In addition, in order for the Report of Death to be completed online, a valid U.S. taxpayer identification number (TIN) is required for each potential benefit payee listed. In the event a paper Report of Death is used or other documents, such as the death certificate, are mailed, they must be mailed to:

United Association
General Secretary-Treasurer
Attention: Burial Benefits Department
Three Park Place
Annapolis, MD 21401

3. The General Office will process the benefit and return a check to the Financial Secretary of the Local Union.

Additional Information Concerning Claims

The U.S. Report of Death form should be completed in its entirety. Any omissions may result in a delay or denial of a claim for benefits.

The Report of Death Application on MOMS will not allow a Local Union to submit a Report of Death unless certain information is attached or provided. In accordance with insurance policy provider requirements, the Report of Death form should include a valid U.S. TIN (e.g., a social security number (SSN) or employer identification number (EIN)) for any individual or entity that is listed. If a person does not have a valid TIN, additional documentation must be provided in order for that person to receive a benefit. A benefit cannot be processed without appropriate TIN information.

The Local Union Financial Secretary's signature is required on the Report of Death form. The signature is an attestation that information on the Report of Death form is correct to the best of the signer's knowledge. In addition, it is an attestation that the signer read and agrees to the fraud language provided by The Union Labor Life Insurance Company (ULLICO) on the Report of Death form. On the MOMS application, it also represents the Financial Secretary's agreement and consent to submit and receive the Report of Death and other documents and communications related to the Burial Expense Benefit electronically.

Time Period for Filing Claims

An application for Burial Expense Benefits must be received by the United Association within twelve (12) months of the member's death.

If the General Office receives an incomplete Report of Death and attachments for a Burial Benefit, the original paperwork will be returned. A letter will explain what information is required to complete the claim. See Appeal Rights for Burial Expense Benefit Claims below.

What happens if the member is ineligible for the requested Burial Benefit?

The application will be denied and the original paperwork will be returned. The denial letter will explain the reason for the denial of the claim. See Appeal Rights for Burial Expense Benefit Claims below.

Requesting Information

Contact the Burial Benefits Department for special processing, reissuing benefits checks, questions or requests for information.

Payment of Benefits

The Burial Expense Benefits will be paid in the following order—

1. To the funeral home, if there are unpaid amounts owed for burial expenses.
2. To the person who paid the burial expenses for the member.
3. To any living beneficiary listed on the UA Burial Expense beneficiary card (any beneficiary cards completed by members are kept on file at the office of the member's Local Union) if different from the person who paid the funeral bill or if burial expenses were prepaid by the member.
4. To the member's estate, if the member's designated beneficiary is not living at the time of the member's death, the member prepaid expenses, and an estate has been established;
5. If none of the above apply, any benefit will be paid to the first person(s) in the following order, who is living at the time of payment.
The member's—
 - Spouse
 - Children
 - Parents
 - Siblings
 - Estate

If two or more persons become entitled to payment, the benefit will be divided equally among them.

Any person seeking payment of the benefit should present satisfactory proof that he or she has paid the burial bill. If satisfactory proof is not provided, the benefit may be paid to any person who is more equitably entitled. If the General Secretary-Treasurer's office determines that no person, including a member's estate, is available to receive payment in accordance with this Plan and the insurance policy covering this Plan, the benefit is forfeited.

III. GENERAL INSURANCE PROVISIONS

Burial Expense Benefits for United States members have been insured by ULLICO since April 1, 2007. A Certificate of Insurance is available at <https://uanet.org>, under Tools/Documents. A hard copy of the Certificate of Insurance is also available upon written request.

Right to Convert Insurance Policy

The ULLICO burial expense benefit insurance policy provides that an individual, at his or her own expense, may convert his or her benefit under the policy to an individual life insurance policy then offered by ULLICO, except for term life insurance or insurance which provides disability or other supplemental benefits, if:

1. the individual's benefit terminates because he or she stops being a member of the United Association, in which case the individual may convert up to the amount of insurance that is in force at the time of conversion; or
2. the individual has been insured under the policy for at least five years and their benefit terminates because the ULLICO burial expense benefit plan insurance policy terminates, in which case the individual may convert an amount not exceeding the smaller of: (a) the amount of insurance ending because of the termination of the burial expense insurance policy, less the amount of any life insurance for which the member becomes eligible under any group policy issued or reinstated by ULLICO or another insurer within 31 days after such termination; or (b) \$10,000.

If your benefit under the policy terminates, you should contact ULLICO's group life claims manager at 202-682-4697 to receive information regarding the right to convert. The current policy specifies that a member may convert a policy with ULLICO within 31 days after his or her benefit under the burial expense policy terminates, and that in no event will additional time provided to convert extend more than 60 days beyond the date the member's benefit terminates.

The premium on a converted policy will be at ULLICO's customary rate applicable to: (1) the form and amount of the converted policy; (2) the class of risk to which one belongs; and (3) the age one attains on the effective date of the converted policy.

Evidence of insurability is not required. However, any application attached to a certificate may be made part of the converted policy and may be used to contest benefits under the converted policy during the balance of time that benefits may be contested in an individual's certificate.

A converted policy will become effective when ULLICO receives the individual's first premium payment. If a person dies during the 31-day conversion period but before the converted policy is effective, the amount of life insurance to which that individual would have been entitled is payable as a claim under the burial expense benefit plan policy to which that individual would have been entitled, whether or not application for a converted policy or payment of first premium is made.

Misstatement of Age for Insurance Purposes

Under the insurance policy, if a member's age has been misstated, the true age will be used to determine any rights or benefits affected by age. An adjustment to premiums, benefits or both may be made based on true age.

Incontestability of Insurance

All statements made by the UA or a member are considered to be representations and not warranties. No such statements may be used to contest the validity of the insurance policy or a member's insurability, or to avoid insurance or reduce benefits under the insurance policy, unless: (1) it is in writing and signed by the UA or the member; and (2) a copy of the statement is given to the UA, the member or in the event of the member's incapacity or death, to the member's beneficiary. The insurance policy cannot be contested after it has been in force for two years from the date of issue, except for non-payment of premiums.

IV. EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA) INFORMATION

Plan Identification

The name of the plan is the United Association Burial Expense Benefit Plan. The Burial Expense Benefit Plan is part of the general assets of the United Association. The Internal Revenue Service has assigned the United Association the following Employer Identification Number (EIN): 53-0159020. The plan number that has been assigned the Burial Expense Benefit Plan is 501.

Type of Benefits Provided; Source of Financing for Benefits; Plan Termination

The Plan provides benefits upon the death of a member. The Burial Expense Benefit Plan is part of the general assets of the United Association. It is not legally separate from the United Association and is subject to any claims by creditors of the United Association. The Burial Expense Benefit Plan consists of amounts paid to the United Association as dues and allocated to the Plan by the United Association in accordance with a resolution of the General Convention and all other earnings and payments to the Plan from any source as permitted by law. Burial Expense Benefits for United States members have been insured by ULLICO since April 1, 2007.

The United Association has complete discretion and authority to operate and to interpret the Plan and to determine eligibility for benefits. The General Convention of the United Association may amend, modify or terminate the Plan at any time.

Plan Year

For purposes of maintaining fiscal records, the plan year ends June 30.

Service of Legal Process

The Plan Administrator is the agent for service of legal process at the address referenced in Section I of this booklet. In addition, service of process may be made on the United Association.

Requesting Information

A copy of the Plan may be obtained from the Burial Benefits Department. Contact the Burial Benefits Department with any questions or requests for information. Contact ULLICO only for information related to the right to convert as expressly provided in Section III of this packet; they will not be able to help you with respect to any other issues.

Appeal Rights for Burial Expense Benefit Claims

After a claim for benefits is filed, the Plan will generally notify the claimant of its benefit determination within 90 days after receiving the claim. The Plan will seek extensions beyond the 90-day period to request missing information or for circumstances that are beyond the control of the Plan. If the Plan determines an extension is appropriate, the initial 90-day period may be extended by an additional 90 days, provided that the Plan notifies the claimant of the extension prior to the expiration of the initial 90-day period. The extension notice will indicate the special circumstances requiring an extension of time and the date by which the Plan expects to decide the claim. If the initial 90-day period of time is extended due to a failure to submit information necessary to decide a claim, the written notification described above will set forth the specific information required from the claimant.

If the claim for benefits is denied in whole or in part, the Plan will provide the claimant with a written or electronic notice which sets forth:

1. the reason(s) for the denial;
2. references to the specific Plan provisions on which the benefit determination was based;
3. a description of any additional material or information which might help the claim (including an explanation of why that information may be helpful);
4. a description of the appeals procedures and applicable filing deadlines;

If a notice that the claim for benefits has been denied is received, the claimant may submit a written appeal to the General Secretary-Treasurer requesting a review of the benefit denial. A written appeal must be submitted within 90 days of receiving the notice of denial of benefits.

An appeal should be sent to:

United Association
General Secretary-Treasurer
Attention: Burial Benefits Department
Three Park Place
Annapolis, MD 21401
(410) 269-2000

The written appeal should state the reason for the appeal. This does not mean that the claimant is required to cite all applicable Plan provisions or to make “legal” arguments; however, the claimant should state clearly why it is believed that he or she is entitled to the benefit claimed. The claimant is permitted to submit written comments, documents, records and other information relating to the claim even if such information was not submitted in connection with the initial claim for benefits. The General Secretary-Treasurer can best consider the claimant’s position if he clearly understands the claimant’s claims, reasons and/or objections. Upon request, the claimant will also have access to, and the right to obtain, free copies of all documents, records and information relevant to the claim.

The General Secretary-Treasurer will conduct a full review of all information submitted in connection with the appeal. An appellate decision will not give deference to the initial claim denial.

The General Secretary-Treasurer will review the appeal within 60 days following receipt of the appeal. If special circumstances require an extension of time for reviewing the claim, the claimant will be notified in writing of the need for the extension. The notice will be provided prior to the commencement of the extension, describe the special circumstances requiring the extension and set forth the date the Plan expects to decide the appeal. Once the claim has been reviewed and a benefit determination has been made, the claimant will receive a written or electronic notice of the decision within 5 days. If the claim is denied, the claimant will receive a written notification that contains the following information:

1. the reason(s) for the denial;
2. references to the specific plan provisions on which the benefit determination was based;
3. a statement that the claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to the claim for benefits.

V. ERISA RIGHTS STATEMENT

As a U.S. participant in the United Association Burial Expense Benefit Plan, the claimant is entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants are entitled to:

Receive Information about Your Plan and Benefits

Examine, without charge, at the Plan Administrator’s office and at other specified locations, all documents governing the Plan, including insurance contracts and any updated summary plan description materials.

Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and updated summary plan description materials. The administrator may make a reasonable charge for the copies.

Prudent Actions by Plan Fiduciaries

In addition to outlining the claimant’s rights as a Plan Participant or beneficiary, ERISA imposes duties upon the people who are responsible for the administration of the Burial Expense Benefit Plan. Those who administer the Plan are called “fiduciaries.” They have a duty to do their job prudently and in the interest of all Plan Participants and beneficiaries. No one may discriminate against a claimant in any way to prevent them from obtaining a Plan benefit or exercising their rights under ERISA.

Enforce Your Rights

If a claim for Burial Expense Benefits is denied or ignored, in whole or in part, the claimant has the right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps to take to enforce the above rights. For instance, if materials are requested from the Plan and not received within 30 days, a suit may be filed in Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay up to \$110 a day until the materials are received, unless the materials were not sent because of reasons beyond the control of the administrator. If a claim for benefits is denied or ignored, in whole or in part, a suit may be filed in a state or Federal court. In addition, if a claimant disagrees with the Plan’s decision or lack thereof, a suit may be filed in Federal court. If it is believed there has been discrimination because of the assertion of rights, the claimant may seek assistance from the U.S. Department of Labor or file suit in a Federal court. The court will decide who should pay court costs and legal fees. If the claimant is successful, the court may order the person being sued to pay these costs and fees. If the claimant loses, the court may order the claimant to pay these costs and fees, for example, if the court finds the claim was frivolous.

Assistance with Questions

If there are any questions about the Plan, contact the Plan Administrator. If there are any questions about this statement or about rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in the telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. A participant or claimant may also obtain certain publications about rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

VI. CONFLICTS IN INSURANCE POLICY, BOOKLET AND UA CONSTITUTION

At all times when the benefits for United States members are insured, the terms of that insurance policy govern over any conflicting terms contained in Sections II or III of this booklet, in the Appeal Rights for Burial Expense Benefit Claims subsection of Section IV of this booklet or in Sections 170, 171 or 172 of the UA Constitution, to the extent permitted by law.



BURIAL EXPENSE BENEFITS PAID IN JUNE 2018

BENEFITS PAID

NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Bravata, Nicholas J.	87	1	2500.00	Bravata, Nicholas J.	Clark, Frederick P.	92	73	1694.97	Clark, Joan
Columbi, Joseph J.	82	1	2500.00	Columbi Jr., Joseph	Human, Ross	89	75	2500.00	Logan, Sandra
D'Attile, Arthur	92	1	2500.00	D'Attile, Marie	Leuzinger, Paul	87	75	2500.00	Leuzinger, Nancy
Ebinger, Jay J.	82	1	2500.00	Ebinger, Beatrice	Kittle, James R.	78	91	2500.00	Inmon, Gina
Krever, Theodore	88	1	2500.00	Krever, Alle	Penn, Jerry L.	73	91	2500.00	Penn, Lela
O'Connor, John C.	88	1	2500.00	Corcoran, Erin	Quillen, Buster	91	91	2500.00	Collins-Burke Funeral Home
Sotomayor, Rodney	49	1	2500.00	Flynn Memorial Home, Inc.	Borden, Ted W.	68	94	2500.00	Day, Julie
Totaro, Gary	63	1	2500.00	Totaro, Louise	Schamps, James E.	81	94	2500.00	Schaubs, Carolyn
Sloat, Donald	85	3	1085.62	Probert, Margot	Taillard, Edwin C.	89	94	534.43	Graham, Linda
Sloat, Donald	85	3	1414.38	Hecht, Katherine	Taillard, Edwin C.	89	94	1965.57	Taillard, Betty
Elmore, Kenneth R.	77	5	2500.00	Buxton & Bass Okeechobee Funeral Home	Harrison, Fred A.	93	98	369.00	Marcum, Carlene
Carlson, Allan O.	77	6	2500.00	Carlson, Craig	Harrison, Fred A.	93	98	2131.00	Harrison, Russel
Zimmerman, David W.	75	6	2500.00	Zimmerman, Judy	Hovis, Brian L.	55	98	740.00	Hovis, Brian J.
Poythress, William A.	92	8	2500.00	Poythress, Marilyn	Hovis, Brian L.	55	98	1760.00	Caudill, Brandi
Sanderson, Bill G.	85	8	2500.00	Sanderson, Carolyn	Root, Thomas L.	59	98	2500.00	Phillips Funeral Home
Kurucz, Andrew	95	9	2500.00	Kurucz, Helen	Merrill, Raymond L.	78	99	653.36	Merrill, Kathy
Norman, Richard	80	11	2500.00	Norman, Delilah	Merrill, Raymond L.	78	99	1846.64	Brown, Cindy
Baker, Roger J.	77	15	2500.00	Washburn-McReavy Funeral Chapel	Allen, Harold R.	91	100	2500.00	Allen, Bonnie
Bjerken, James L.	92	15	2500.00	Bjerken, Charles	Gilliland, Billy A.	86	100	2500.00	Gilliland, Gary
Sederstrom, Norman R.	83	15	2500.00	Olson, Wendy	Sherrill, Howard F.	63	100	2500.00	Sherrill, Mary
Spetz, Richard D.	86	15	2500.00	Spetz, Marian	Norton, Robert F.	76	101	2500.00	Norton, Doris
Washington, Cornell J.	63	15	2500.00	Hardge, Deirdrea	Anderson, Shane D.	49	110	2500.00	Andrews Funeral Home
Greenwood, Joseph W.	71	16	2500.00	Mazel, Michelle	Culpepper, Patrick H.	88	110	2500.00	Culpepper, Janey
Gilbert, Ernest	74	21	2500.00	Clarke, Danielle	Aufdenberg, Harry	81	120	2500.00	Aufdenberg, Suzanne
Amicucci, Leo	78	24	2500.00	Amicucci, Karin	Karn, Michael	87	120	2500.00	Karn, Ethel
Cevasco, Leo	87	24	2500.00	Cevasco, Amy	Ledford, Joe R.	70	120	2500.00	Ledford, Michelle
Karayanis, George	86	24	2500.00	Karayanis, Virginia	Michelich, James H.	92	120	2500.00	Michelich, Joanne
Macniven, Donald N.	71	24	2500.00	Macniven, Sara	Lair, Calvin O.	94	125	2500.00	Lair, Ron
Paduch, Kenneth O.	80	24	2500.00	Paduch, Elizabeth	Doyle, Dennis J.	68	130	2500.00	Doyle, Michael
Sabato, Michael J.	35	24	2500.00	Sabato, Karen	Gall, John P.	80	130	2500.00	Gall, Robert
Seifert, Thomas J.	71	24	2500.00	Seifert, Rosemary	Galloway, Robert J.	40	130	2500.00	Galloway, Clair
Sheridan, Harry	82	24	2500.00	Sheridan, Dorothy	Glosson, Elmer J.	73	130	2500.00	Glosson, Wendy
Ulrich, Joseph J.	71	24	2500.00	Ulrich, Barbara	Hedrick, Robert J.	84	130	2500.00	Meeks, Kimberly
Wulff, Harry G.	93	24	2500.00	Wulff, Edythe	O'Hara, William	92	130	2500.00	O'Hara, John D.
Griffith, Richard K.	75	25	2500.00	Griffith, Barbara Rae	Pyzdrowski, Jerome	76	130	2500.00	Clancy-Gernon Funeral Homes, Inc.
Willis, Paul R.	73	25	2500.00	Snell-Zornig Funeral Homes & Crematory	Stephenson, Hudson W.	91	130	2500.00	Stephenson, Ronald
Hales, Larry J.	71	26	2500.00	Hales, Beverly	Tollis, Francis E.	88	130	2500.00	Tollis, Shirley
Scassera, Jack	72	27	2500.00	Scassera, Lucia	Trnka, Frank A.	85	130	2500.00	Trnka, Aleen
Masterson, Bryan O.	77	38	2500.00	Masterson, Evelyn	Lessard, Richard A.	73	131	2500.00	Lessard, Judy
Taylor, Jerry L.	83	38	2500.00	Taylor, Valerie	Webster, Eugene H.	74	131	2500.00	Webster, Judy
Meyer, Robert K.	82	44	2500.00	Meyer, Janet	Lane, Gerald S.	100	136	2500.00	Bogardus, Richard
Bomba, Walter	93	46	2500.00	Kovacs, Evelyn	Dyer, John R.	83	137	2500.00	Dyer, Angela
Erwin, Robert	93	46	2500.00	Erwin, Isobel	Green, Patrick R.	55	140	2500.00	Green, Craig
Hendry, Richard	76	46	2500.00	Hendry, Sybil	Lambert, Michael B.	51	140	2500.00	Lambert, Nicole
Hunter, Sherrylin I.	40	46	2500.00	Hunter, Michael Daniel	Phelps, William C.	89	140	2500.00	Phelps, Beverly
Keys, Thomas J.	71	46	2500.00	Keys, Adam	Dussault, Rene	72	144	2500.00	Dussault, Danielle
King, William W.	86	46	2500.00	King, Ellen Ann	Blackston, Walter D.	73	150	2500.00	Blackston, Linda
Krapp, Karl H.	78	46	2500.00	Tellier-Krapp, Nicole Ethel	McCorkle, Clyde R.	82	150	2500.00	Starling-Evans Funeral Home
McLees, William R.	76	46	2500.00	The Estate of William R. McLees	Vaughan, Frank H.	65	150	2500.00	Vaughan, Fay
Meta, Vincenzo	69	46	2500.00	Meta, Guiliana	Bonfili, Rex A.	73	152	2500.00	Bonfili, Brent
Schurter, Wilfred	98	46	2500.00	Elward, Rosemary	Cameron, Cyril J.	82	166	2500.00	Gill, John
Waddell, John C.	92	46	2500.00	Johnson, Joanne	Spidel, Forrest	92	166	2500.00	Barney, Patricia
Rauch, Roger V.	78	50	2500.00	Rauch, Betty	Blaihut, Jerry	93	170	2500.00	Blaihut, Kathryn
Goslin, Leonard E.	91	51	384.05	Crapo-Hathaway Funeral Home	Boyachek, J.	91	170	2500.00	Johnson, Dexter Guy
Goslin, Leonard E.	91	51	2115.95	Goslin, Patricia	Branstrom, Roy	77	170	2500.00	Garden Hill Funeral Services
Kitchen, Raymond J.	91	51	2500.00	Leandro, Gerald	Mynett, Darlene	27	170	2500.00	Mynett, Geraldine
Broz, Richard	84	55	2500.00	Broz, Joseph	Phillips, William F.	88	170	2500.00	Phillips, Michael
Forrester, William R.	80	55	2500.00	Forrester, Donna	Smith, Gary A.	66	170	2500.00	Smith, Laura
Mayich, Richard	72	55	2500.00	Mayich, Carol	Metz, Leonard R.	85	178	2500.00	Metz, William
Williams, George J.	91	60	2500.00	Williams, Johanna	Bryson, Patrick J.	62	179	2500.00	Bryson, Alice
Stark, Gary	65	67	2500.00	Stark, Alexis	Flett, Brian E.	63	179	2500.00	Coventry Funeral Services
St-Denis, Raymond E.	75	71	2500.00	St-Denis, Desanges	Guttman, Kirk	56	179	2500.00	Regina Funeral Home
Beard, Robert D.	67	72	2500.00	Beard, Wanda	Milligan, Glenn	61	179	2500.00	Milligan, Irene
Cox, Donald J.	86	72	2500.00	Cox, Janet	Usselman, Ed	81	179	2500.00	Usselman, Rob
Durbin, James C.	40	72	2500.00	Perry Funeral Home Inc	Hartfield, Thomas	87	189	2500.00	Law-Baker Funeral Home
Gornley, George A.	75	72	2500.00	Woods, Tracy	Russell, Paul L.	88	189	2500.00	De Vore Snyder Funeral Home
Prater, John M.	78	72	2500.00	Prater, Nancy	Roche, John F.	70	190	2500.00	Granger, Mary
Spence, Rodney	61	72	2500.00	Spence, Milton Lee	Springer, R. W.	92	192	2500.00	Sandoval, Suzanne
Tarrant, Freddie B.	76	72	2500.00	Tarrant, Mary	Stamper, Roger	77	192	300.00	Garnica, Roberta
Clark, Frederick P.	92	73	805.03	D.L. Calarco Funeral Home, Inc.	Stamper, Roger	77	192	300.00	Miera, Joe
					Stamper, Roger	77	192	300.00	Miera, Manuel
									Miera, Phillip



BURIAL EXPENSE BENEFITS PAID IN JUNE 2018



NAME	AGE	L.U.	AMT.	TO WHOM PAID	NAME	AGE	L.U.	AMT.	TO WHOM PAID
Stamper, Roger	77	192	1300.00	Trujillo, David	Elson, Richard	56	393	2500.00	Elson, Shon Coleen
Babin, Joseph A.	90	198	2500.00	Babin, Allie Michel	Fedder, Richard T.	80	393	2500.00	Fedder, Valerie
Demetreu, Thomas	85	200	2500.00	Demetreu, Margaret	Lane, John F.	68	393	2500.00	Lane, Donita
Montanari, Flaviano	53	200	2500.00	Montanari, Catherine	Mullins, Bryan	49	393	2500.00	Mullins IRA Inheritance Trust
Cumber, Shawn R.	48	208	1958.00	Gorder-Jensen Funeral Home	Parkhill, Peter M.	75	393	2500.00	Parkhill, Valletta
Dunn, Billy C.	73	211	2500.00	Dunn, Sherry	Barry, William M.	71	401	2500.00	Barry, Carole
Edge, John F.	93	211	2500.00	Edge, Velma	Mitts, Grant A.	76	401	2500.00	Mitts, Marilee
Hodgson, Kurtis	45	211	2500.00	Frazier, Kimberlee	Jones, Lee	81	412	2500.00	Jones, Patsy
Nicholson, Charles D.	81	211	2500.00	The Estate of Charles D. Nicholson	Whitman, Norris N.	86	412	2500.00	Whitman, Doris
Parsley, Frank M.	87	211	2500.00	Parsley, Anita	Johnson, Bradley M.	50	417	2500.00	Johnson, Todd
Scott, John R.	88	211	2500.00	Cooper-Scott, Orena	Beecher, Frank J.	62	420	2500.00	Beecher, Frank
Stanley, Hugh W.	84	211	2500.00	Stanley, Tina	Brazenec, Joseph D.	72	420	2500.00	Brazenec, Linda
Watts, Euel E.	75	211	2500.00	Watts, Shirley	Flanagan, Lawrence E.	73	420	2500.00	Flanagan, Kevin
Whittington, Oscar A.	89	219	2500.00	Whittington, Charles	George, Harold F.	91	420	2500.00	Milkins Giles / Kirkoff
Abbott, Fredrick V.	72	228	2500.00	Haver, Cynthia	Koch, Scott R.	60	420	2500.00	Koch, Jill
Brindley, Larry L.	79	230	2500.00	Brindley, Karen	Kumor, Stanley	95	420	2500.00	Slabinski Sucharski
Brozovic, Joseph P.	83	230	2500.00	Brozovic, Betty	Lindsay, Luke	46	420	2500.00	Lindsay, Barbara
Scott, Frank L.	69	230	2500.00	Scott, Theresa	Metcalf, Donald J.	81	420	2500.00	The Donohue Funeral Homes, Inc.
Silverman, Norman	93	230	2500.00	Horn, Scott	Robinson, William A.	68	420	2500.00	Boucher Funeral Home, LLC.
Grove, Bryce M.	70	246	2500.00	Grove, Judith	Salwach, Robert T.	67	420	2500.00	Salwach, Bernadette
Silva, Joe H.	83	246	2500.00	Silva-Gutierrez, Doreen	Stoudt, Richard C.	79	420	2500.00	Stoudt, Barbara
Stallings, Raymond T.	91	246	2500.00	Doyal, Janice	Jones, Donald R.	81	430	975.00	Mueller, Belva
Brown, Richard L.	80	250	277.56	Brown, Erin	Jones, Donald R.	81	430	1525.00	Jones, Wanda S.
Brown, Richard L.	80	250	319.80	Renaud, Shellee	Nunnallee, James S.	78	430	2500.00	Benjamin Funeral Service
Brown, Richard L.	80	250	1902.64	Brown, Nancy	Shanks, Alva R.	84	430	2500.00	The Shanks Family Irrevocable Trust
Castaneda, Hilbert	85	250	2500.00	Castaneda Jr., Hilbert	Sumrall, Leland L.	60	436	2500.00	Helmeck, Regina
Franklin, Jerry L.	82	250	2500.00	Franklin, Barbara	Ball, Bennie L.	82	440	2500.00	Haygood, Brian
Malenovsky, Philip	82	250	704.00	Mosley, Victoria	Ball, Michael L.	68	440	2500.00	Servics & Morgan Funeral Home
Malenovsky, Philip	82	250	1796.00	The Estate of Philip Malenovsky	Gluff, James W.	69	440	2500.00	Slagle, Natalie
Monios, Nick	89	250	2500.00	Monios, Lindita	Underwood, James G.	83	440	65.00	Flanner And Buchanan
McLoughlin, David J.	89	267	2500.00	McLoughlin, Barbara	Underwood, James G.	83	440	2435.00	Underwood, Jacquelyn
Riegerix, James R.	67	268	2500.00	Hutchens-Stygar	Loewen, John B.	83	447	2500.00	Loewen, Barbara
Duffy, Kevin	53	274	2500.00	Duffy, Laurice	Morgan, Grant V.	90	447	2500.00	Morgan, Helen
Blount, Raymond C.	66	281	2500.00	Blount, Barbara	Pelfanio, Richard L.	82	447	2500.00	Pelfanio, Anne
Koialovitch, Dan E.	62	281	2500.00	Washburn, Lisa	Sparrow, David W.	75	447	2500.00	Sparrow, Diana
Breck, William B.	67	290	1215.00	Springer & Son	Bowser, Daniel L.	87	449	1250.00	Bowser, Brian
Breck, William B.	67	290	1285.00	Breck, Jaimi	Bowser, Daniel L.	87	449	1250.00	Gossett, Dana
Hunnel, Larold L.	84	290	2500.00	Hunnel, Shirley	Pulliam, Charles D.	77	452	2500.00	Pulliam, Lois
Jones, Thomas B.	93	290	2500.00	Clemons, Bari	Nelson, Dave R.	76	455	2500.00	David-Donhower Funeral & Cremation Service
Powell, Robert L.	93	290	2500.00	Powell, Gary	Donnelly, Barry W.	65	467	2500.00	Donnelly, Mary
Tuttle, Thomas L.	79	290	929.78	Evergreen Memorial Gardens	Kershaw, Donald W.	65	467	2500.00	Kershaw, Karen
Tuttle, Thomas L.	79	290	1570.22	Tuttle, Carrol Anne	Bennett, Robert A.	63	469	2500.00	Bennett, Michael
Yaw, Robert R.	47	290	2500.00	Yaw, Kristen	Davis, John D.	91	469	2500.00	Leon, Sharon
Julian, William H.	76	322	2500.00	Julian, Chad	Lazok, Julius M.	73	469	2500.00	Lazok III, Julius
Uhland, Mark J.	58	322	2500.00	Koseff, Helene	Visintainer, James	74	469	2500.00	Visintainer, Carol
McGuire, Neil	86	325	625.00	McGuire, Neil Anthony	Wilson, Buddy R.	85	469	2500.00	Wilson, Nancy
McGuire, Neil	86	325	625.00	Rose, Debra Antoinette	Marchese, Kyle J.	51	475	2500.00	Marchese, Alan
McGuire, Neil	86	325	625.00	Rose, Denise Lynn	McElroy, Thomas H.	52	475	2500.00	McElroy, Monica
McGuire, Neil	86	325	625.00	Rose, Richard Leonard Charles	Long, William B.	76	484	2500.00	Long, Kathleen
Pitre, Joseph A.	75	325	2500.00	Margaret Pitre	Navarro, Robert	87	484	2500.00	Navarro, Erlinda
Jacobus, James L.	76	342	2500.00	Jacobus, Linda	Thompson, Daniel C.	81	484	2500.00	Thompson, Norma
Bour, Charles J.	81	353	184.38	Forsythe, Debbie	Fahey, Michael R.	63	486	2500.00	Fahey, Elana
Bour, Charles J.	81	353	184.38	Podkul, Rebecca	Pinson, B. M.	65	486	2500.00	Pinson, Sharyn
Bour, Charles J.	81	353	184.38	Thomas, Kathy	Backewich, James A.	58	488	2500.00	Backewich, Jesse
Bour, Charles J.	81	353	184.40	Crane, Pat	Cleary, John	64	488	2500.00	Wyatt, Cathy
Bour, Charles J.	81	353	1762.46	Bour, Mark	Cusiak, Nicholas	88	488	2500.00	Cusiak, Rodney
Ivory, John H.	81	354	2500.00	Ivory, Beverly	Davis, Jordan S.	27	488	2500.00	Glenwood Funeral Home
Moxley, Gerald P.	90	354	2500.00	Crawford Funeral Home	Graham, William S.	58	488	2500.00	Graham, Tim
DeGonia, Mark C.	57	360	2500.00	Irwin Chapel	Halley, Colin	55	488	2500.00	Halley, Marcus
Clover, James R.	87	364	2500.00	Layman, Karen	Mombourquette, Charles	56	488	2500.00	Mombourquette, Richard
Hall, Edward L.	78	364	650.00	Coscarat, Andre	Stevens, Brian L.	58	488	2500.00	Stevens, Arnold
Hall, Edward L.	78	364	1850.00	Hall, Judith	Tannahill, Thomas A.	63	488	2500.00	Petrie, Erika
Luft, Theodore G.	87	370	618.96	Luft Jr., Theodore	Yakemchuk, Ken J.	72	488	2500.00	Searle, Jason
Luft, Theodore G.	87	370	1881.04	Everson, Brandy	Mierendorf, Larry R.	69	496	2500.00	Mierendorf, Kay
Pfeister, George M.	83	373	2500.00	Pfeister, Carole	Anderson, Carl	69	502	2500.00	Anderson, Rita
Souchu, John R.	55	373	2500.00	Copeland Funeral Home	Garrish, Michael	65	516	2500.00	Garrish, Elizabeth
Morris, Michael S.	57	375	1935.00	Morris, Mark	Arroyave, Roberto	55	519	2500.00	Medina, Nancy
Kolb, Raymond	87	392	2500.00	Kolb, Carole A.	Sly, Gerald W.	72	519	215.00	Utter, Laura
Losey, Marvin J.	84	392	2500.00	Losey, Hazel J.	Sly, Gerald W.	72	519	2285.00	Sly, Soila
Reynolds, Edward D.	95	392	2500.00	Reynolds, John	Carnevale, Jerry L.	95	520	2500.00	The Estate of Jerry L. Carnevale
Brennan, Dennis	74	393	2500.00	Brennan, Denise	Hake, Glenn E.	83	520	2500.00	Hake, Frances
Clewett, Leonard J.	77	393	2500.00	Pace-Byram, Janice					

THE GREAT OUTDOORS



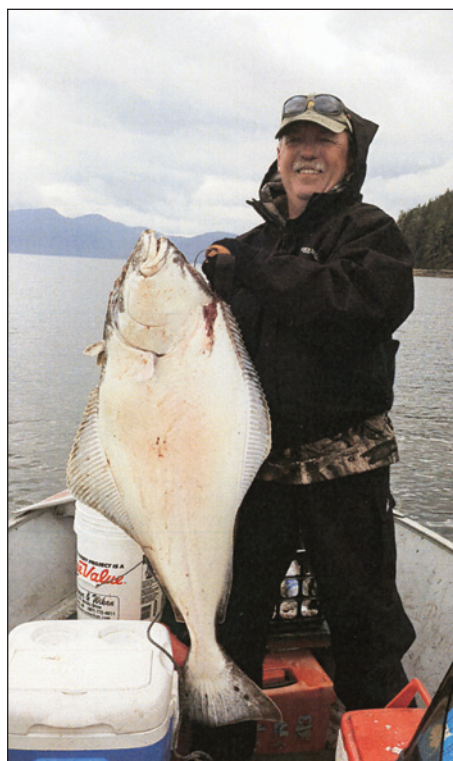
A good day of fishing was had by these members of Steamfitters Local 449, Pittsburgh, PA, and Sprinklerfitters Local 542, Pittsburgh, PA. Shown from left to right are Local 542 33-year member Brother George Hartmann Jr., Local 542 33-year member Brother Bill Kisling, Local 449 four-year member Brother Jarrett Wingrove, Local 449 six-year member Brother Tyler Helch, Local 542 39-year member and retired Business Manager Brother Tim Helch, and Local 542 retired 47-year member Regis Helch.



Brother Gannon Geiger, a 16-year member of Plumbers, Steamfitters and Service Mechanics Local 50, Toledo, OH, reports he caught this nice mahi mahi while fishing off Ocean Isle, NC.



Plumbers and Steamfitters Local 469, Phoenix, AZ, retired 45-year member Brother Michael Cables took this mature non-typical 4x4 Columbia blacktail near Union Creek, OR, using a Steyr Scout .308 caliber rifle.



Sprinklerfitters Local 669, Columbia, MD, retired 40-year member and former Business Agent Brother John Hope caught this 60-lb. halibut while fishing near Petersburg, AK, in August 2018.



Brother Don "Montana" Myers, a 16-year member of Plumbers and Pipefitters Local 30, Billings, MT, reports he harvested this large antelope buck in eastern Montana on opening day of the 2016 season.

SHOW PRIDE IN THE UA



205 UA Denim Shirt: Long sleeve 100% cotton-washed denim shirt w/button down collar, left chest button pocket and red embroidery above pocket.

Size	Price
S - XL	\$31.00
3XL	\$35.00
2XL	\$33.00
4XL	\$37.00



240 UA Varsity Jacket: Black varsity jacket with topgrade leather sleeves and collar, two leather-trimmed slash pockets, quilted lining and inside pocket. UA embroidered on left chest. Add \$25.00 for optional full back red logo embroidery.

Size	Price
S - XL	\$180.00
2 - XL	\$180.00
3 - XL	\$195.00
4 - XL	\$205.00

Size	Price
XLT	\$220.00
2XT	\$230.00
3XT	\$245.00
4XT	\$255.00

102 UA United States/Canada Flag Pin
Cloisonne lapel pin with military clutch. \$4.00



101 Rhinestone Lapel Pin
UA logo in center, packaged in lucite box. \$3.00



103 UA Lapel Pin
Highly polished gold finish pin with military clutch. \$2.00



304K



121



221

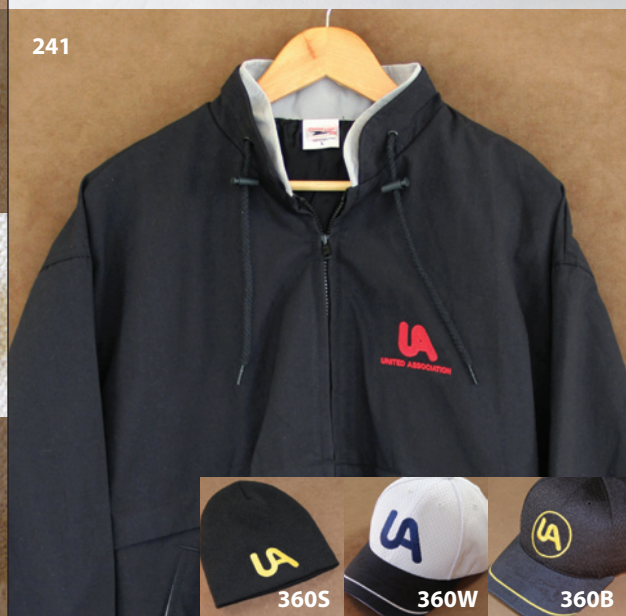


120MK
120WK

120MS
120WS



301



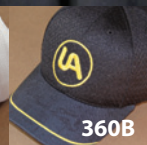
241



360S




360W



360B

Net proceeds from the sale of these items will go to the UA Scholarship Fund

A circular wreath of warm white string lights is centered on a background of horizontal wooden planks. The lights are small and glowing, creating a warm, festive atmosphere. The wreath is made of thin, brown, twig-like material.

*As we look back upon the past year,
the General Officers would like to acknowledge
those who have helped us shape our great union.*

*Thanks for a great year, and we wish you
all the best as we embark on 2019.*

*We wish you and your families
a very happy holiday season and
a peaceful and prosperous New Year!*