PAINTERS & ALLIED TRADES
JANUARY-MARCH 2016

Journal

Prime Minister Justin Trudeau

NEW LEADERSHIP IN CANADA PROMISES A NEW DAY FOR LABOUR

WILL THE U.S. FOLLOW IN THIS ELECTION?

See Page 26

PRINTED IN THE USA

Four Great Union Plus Programs

Health Savings

Dental, vision and prescription discounts to help union members save. Visit **UnionPlus.org/HealthSavings** or call **1-877-570-4845.**

Life Insurance

Competitive group rates. Layoff and strike assistance that helps protect union members who are out of work. Visit **UnionPlus.org/Insurance** or call **1-800-393-0864.**

Credit Card

Three credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members. Visit **UMWAcard.com** or call **1-800-204-4514.**

SAVE 15%*

on the monthly service charge of qualified AT&T wireless plans

To start saving:

Go online to **UnionPlus.org/ATT**, and follow the instructions.

or

Bring this coupon to an **official AT&T Store** near you, along with your union identification for the Union Plus discount.

Discount code: 3508840

To find out more visit: **UnionPlus.org**

Union Plus®

*Available only to current members of qualified AFL-CIO member unions. Must provide valid union membership card or other acceptable proof of union membership and subscribe to services under an individual account for which the member is personally liable. See details at UnionPlus.org/ATT or visit an AT&T store. Discount subject to agreement between Union Plus and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to the monthly plan charge of plans with more than 300MB, not to additional monthly device access charges. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Discount applied after application of any avail. credit & may not be combined w/other svc discounts. Add'l restr's apply. Contact AT&T at 866-499-8008 with questions. †Union Privilege is the sole sponsor and administrator of the rebate offers. AT&T is not a sponsor of the rebate offers and is not affiliated with the administration and operation of the rebates in any way. Union Plus Credit Cards are issued by Capital One, N.A. pursuant to a license from MasterCard International Incorporated. Capital One, N.A. is not responsible for the contents of this message and/or any of the products/services mentioned.

**Credit approval required. Terms & Conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A. pursuant to a license by MasterCard International Incorporated.

MPATT-03-07-16

www.IUPAT.org

PAINTERS & ALLIED TRADES

Journal

THE PAINTERS AND ALLIED TRADES JOURNAL (ISSN 1522-2241) is published quarterly for members of the International Union of Painters and Allied Trades by IUPAT at 7234 Parkway Drive, Hanover, MD 21076. Periodicals postage paid at Washington, DC and additional mailing offices. Canadian publications mail agreement #41479512. Canada Post: Return undeliverables to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

JANUARY-MARCH 2016 • VOL. 134 • NO. 1

17 **The New IUPAT Membership App**
App gives members access to membership information and IUPAT news and events.

18 **FTI: Advanced Safety Training Means Higher Pay for Members**
The Finishing Trades Institute offers members new training that can mean extra dollars in the paycheck.

20 **IUPAT Member Highlights**
Meet some of your fellow members from throughout North America and what drives them.

26 **Cover Story: 'Unions Matter' in Canada**
A new a pro-labor prime minister was elected in Canada after ten years of an anti-union government.

28 **LMCI: Advancing the IUPAT Glazing Industry**
Labor and management working together to expand opportunities in the glazing industry.

32 **Pension News: Funded Status of the IUPAT Industry Pension Plan**
Answers to questions about the recent changes in the law regarding pensions.

DEPARTMENTS

6 Union News & Events
18 Finishing Trades Institute
26 Government Affairs
28 LMCI
30 Job Corps
31 FCA
32 Retirement & Pension
35 In Memoriam

IUPAT ON THE WEB
www.IUPAT.org

The Official Journal of the International Union of Painters and Allied Trades, Organized March 15, 1887, and the Only Publication Issued Under Its Auspices.

Kenneth Rigmaiden, Editor
George Galis, Publisher

POSTMASTER:
Send address changes to
THE PAINTERS AND ALLIED TRADES JOURNAL
7234 Parkway Drive
Hanover, MD 21076

TEXT
IUPAT
TO
48728

Our Day of Action is Our Opportunity to Grow

It was at our 2009 General Convention where our delegates took the first step on an initiative that is now rapidly reconnecting us to the communities in which we live and work. Community Organizing for Real Economics, or CORE, is a program where our union leaders and members partner with local community groups on projects and initiatives to build a better life for residents living in our communities.

KENNETH E. RIGMAIDEN
GENERAL PRESIDENT

The goal is to reintroduce and maintain the IUPAT on the local level as a pillar of the community by partnering with like-minded organizations on shared campaigns, as well as provide career options for local men and women. The result we are working for is strong growth for the IUPAT, and a positive shift in the public perception of our union and the rest of the organized labor movement.

The concept and goals of CORE were created by representatives of various IUPAT district councils who met at the IUPAT Headquarters in Hanover, Maryland. This committee was comprised of representatives of the organizing, political action and servicing departments in those councils. They shared the best practices of what they do on a local level with their communities, as well as their failures. It was from these frank and productive discussions that they created a plan of action to focus on five primary goals for CORE:

1. Battle the underground economy in construction
2. Fight to maintain affordable housing in urban development
3. End income inequality and its effect on our industries and communities
4. Enact and lobby for industry standards in our work to protect the environment
5. Wage campaigns to fight discrimination and promote civil and human rights

I am pleased to report that dedicated members and leaders of the IUPAT in different parts of the United States and Canada have already held successful campaigns and programs under CORE, and such initiatives are growing in numbers by the week. I want to personally thank our fellow members in those areas for dedicating their time, skill and hearts to put CORE into motion.

As I write this article, we are planning one of the most ambitious events this proud union has ever undertaken as a part of our CORE program. On Saturday, April 16, 2016, the IUPAT is holding its first annual IUPAT Community Day of Action. On this day, it is our goal to have members from each and every district council in the United States and Canada work on a project in their community. Although our political activists, otherwise known as the Army of Black and Gold, have rallied in every state and province on the Election Day of our respective countries, never have we mobilized our membership across North America on the same day for a cause.

Community projects planned range in scope from performing work on a community park, participating in political rallies and social events, preserving the environment, or civic and community outreach.

We will show our neighbors, decision-makers, the media, fellow union members and even our detractors

Continued on page 16

IUPAT Invests in Our New Leaders

Prior to 2009, the IUPAT had a program called New Officer Training, which provided 2 weeks of training and orientation for newly elected or appointed district council or local union full-time representatives. Around 2008, we realized that the environment we found ourselves in did not allow time for new leaders to have a long learning curve.

Also, more intense training was needed to organize effectively. At that point, the General Executive Board, acting in accordance with Section 163 of our Constitution, established what is now known as The Leadership Series Training Program. At first, this was six (6) weeks of training. After input from participants, it was expanded to eight (8) weeks of training taken over a 2-year period so as to interfere with the representatives work as little as possible.

Since 2009, the IUPAT has been stepping up our investment in our new leaders. The leadership series program costs the IUPAT approximately $250,000 annually. However, the investment has proven worthwhile. New leaders learn communication skills, labor law, collective bargaining skills, fundamentals of being a service representative, organizing skills using real life campaigns and targets, etc. Also, by bringing in new representatives from across North America, they are learning from each other about best practices and problems faced in other areas. This also builds a network of representatives who can and do call on each other for help or advice. The feedback from new representatives of the program has been tremendous, as we constantly get reports from representatives that much of what they have learned has been applied in doing their day-to-day duties.

Six (6) current district council business manager/secretary-treasurers have graduated from the program.

As of November 2015, 173 IUPAT district council representatives have graduated from the program and 72 more are currently at some stage of the program. We anticipate an additional 35 participants to enter the program in 2017.

GEORGE GALIS
GENERAL SECRETARY-TREASURER

I am hopeful and confident that as the program continues and the curriculum evolves to meet the current needs, that the IUPAT will have the most knowledgeable and skilled force of representatives in the labor movement.

This will only be true if we continue to guard against complacency. Some say knowledge is power, but I say only applied knowledge is power. Education is important and powerful, but is only effective if and when it is worked at and applied daily.

Thank you all for supporting our efforts to enhance the skills of our representatives. God bless you all.

Recent students of the Leadership Series Training Program at IUPAT Headquarters in Hanover, Maryland. They represent up and coming leaders from across North America.

UNION NEWS & EVENTS

DISTRICT COUNCIL 3 - MISSOURI, ARKANSAS, KANSAS, OKLAHOMA

CAMPAIGN KICK-OFF FOR JESSICA PODHOLA

On January 21, 2016, District Council 3 hosted its campaign kick-off for IUPAT member Jessica Podhola. Jessica is running for Missouri State Senate in District 11. As Government Affairs Director for District Council 3, she works every day to make sure Missouri workers and their families have a voice in their state capitol. Jessica also works as a labor organizer for DC 3.

When asked what prompted her decision to run for office, Jessica made the following statement:

"I believe there is no higher calling than service. It has been this call to service that has informed my life and career choices. Whether that is serving in ministry to my church, volunteering for candidates I believe in, or spending time volunteering in my community, my God calls me to serve. After many calls and messages of encouragement from friends, family, neighbors, and co-workers, and after much deliberation and prayer, I decided to run for office."

Jessica has spent her career as a community organizer and political activist working every day for the causes we believe in: fighting for increased access to health care for women and children, a higher minimum wage, and greater accountability in our government and for all our elected officials, no matter their party. Jess has served as a Vice President of the PTA at both Little Blue and Blackburn Elementary Schools in the Independence School District. She is also a chaplain and an active volunteer in her church.

Jessica Podhola's priorities in elected office include looking for legislative ways to improve the lives of working families, enact strong campaign ethics reform (including a contribution limit), and expand Medicaid. As a proud progressive, she will be a strong, principled advocate for the values of IUPAT members in Jefferson City.

Jessica Podhola speaking at her campaign kick-off.

District Council 3 members attend Jessica Podhola's Campaign Kick-Off. Back row (left to right): Dan Hink, Todd Doree, Clay Rodgers, Frank Carpenter, Mike Campbell. Front row (left to right): Bridget Heat, Lisa Rogers and Local 2012 member Nichole Sutton Hatcher.

RETIREES HONORED AT HOLIDAY LUNCHEON

On December 16, 2015, District Council 3 in Raytown, Missouri, honored its latest retirees at their annual holiday luncheon. Honorees included Jim Barnes, Marlin Woodhead, Fred Williams, Jim Hogan, Martin Fischer and David Mass. These members dedicated their lives to working for the IUPAT and have had successful careers. Congratulations to our retirees. Thank you for your hard work during your tenure as members of this great union. The time you've dedicated to your crafts has helped make us a stronger union.

Back Row (left to right): Jim Barnes (35-year), Marlin Woodhead (60-year), Fred Williams (45-year). Front Row (left to right): Jim Horgan (40-year), DC 3 BM/ST Todd Doree, DC 3 Business Representative Deme Garcia, Martin Fischer (30-year), Davis Maas (55-year).

DISTRICT COUNCIL 5 – WASHINGTON, ALASKA, IDAHO, MONTANA, OREGON, UTAH

DC 5 REPRESENTS THE IUPAT AT CAREER FAIR

(Left to right): FTI Central Region Apprenticeship and Training Representative Ken Seal (red shirt), Clint Nold, and Nick Meade speaking with attendees at the Joint Base Lewis-McChord Career Fair.

Members of District Council 5 (Seattle, Washington) recently participated at the Joint Base Lewis-McChord Career Fair. Finishing Trades Institute Central Region Apprenticeship and Training Representative Ken Seal, Long Painting's Clint Nold (USA, Retired) and Painters and Allied Trades Veterans Program graduate Nick Meade represented the International Union of Painters and Allied Trades at the fair. Together, they provided attendees with information on how to join the Painters and Allied Trades Veterans Program, which assists veterans transitioning back into the civilian workforce in obtaining careers in the finishing trades.

DC 5 HELPS BUILD COSMOPOLITAN CONDOMINIUMS IN PORTLAND

From July to December of 2015, members of DC 5, Glaziers Local Union 740 (Portland, Oregon) helped build the new Cosmopolitan Condominiums (Block 15) in Portland. Block 15 is the first high rise condominium built in Portland since the Great Recession. The ground floor is Kawneer Curtain Wall, and the 28-story tower consisted of Benson's Unitized Curtain Wall, and Kawneer's Terrace Doors. At its peak, there were up to 24 glaziers on the project contracted through Benson Glazing.

DC 5 glaziers Andrew Mackenzie (top), Corey Sonnenberg and Brian Creasy working hard on Block 15.

LEARN. UNITE. ACT.
TEXT IUPAT TO 48728

DISTRICT COUNCIL 6 – OHIO, INDIANA, KENTUCKY, PENNSYLVANIA

DC 6 MEMBERS RENOVATE HOMES FOR VETERANS

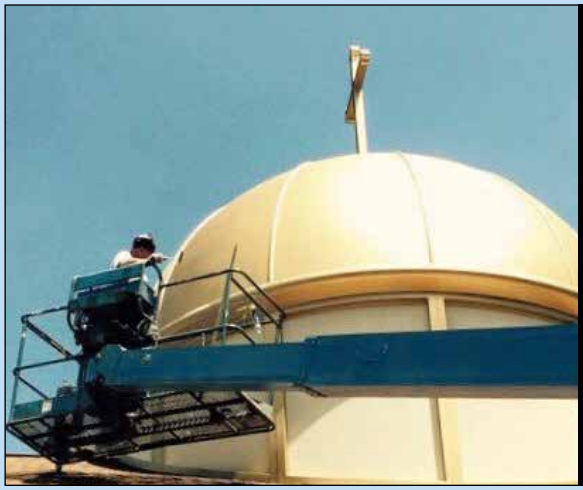
District Council 6 painters, drywall finishers, apprentices and volunteers assisted area veterans through the Purple Heart Homes USA Organization in renovating foreclosed houses into homes for veterans. Purple Heart Homes provides housing solutions for qualified service-connected disabled veterans to give back to those who have given so much for their country.

Corporal Leo Robinson and his service dog, Kota, will be living in their dream home. Robinson's new residence will provide him with a stable environment and the ability to see his children more often.

Front Row (left to right): Kota (service dog), Dan "Mogee" McLaughlin (drywall instructor), Robert Ciccone, Eduardo Fonseca-Torres. Back Row (left to right): Corporal Leo Robinson, Carl Mayhand, Jr., Matthew Sedor, Robert Svagerko, Anthony Walker.

GREEK ORTHODOX CHURCH PROJECT

On June 1, 2015, Local Union 476 member Mark Cooper was tasked with repainting the gold dome at St. Mark's Greek Orthodox Church in Youngstown, Ohio. The gold paint on the church dome had deteriorated over time and needed restoration to prevent further damage. DC 6 contractor A-1 Industrial Painting generously donated the gold paint needed to complete the project. Congratulations to Mark Cooper for doing an excellent job repainting the dome.



LU 476's Mark Cooper repainting the dome at St. Mark's Greek Orthodox Church.

DISTRICT COUNCIL 7 – WISCONSIN

LOCAL UNION 781 PAINTS KITCHEN AT ST. BENEDICT THE MOOR PARISH CATHEDRAL

On January 9, 2016, members of Local Union 781 volunteered for a painting project at St. Benedict the Moor Parish Cathedral in Milwaukee. The members helped paint the kitchen area of St. Benedict's, where meals are prepared and served daily to the less fortunate citizens of the greater Milwaukee area. It only took one day to complete the project, and their efforts were highlighted by local media news outlet WTMJ. Other volunteers include Laborers Local 113, who helped with pre-coat preparations; the United Food & Commercial Workers (UFCW); International Brotherhood of Electrical Workers (IBEW) LU 494 and 2150; and the Milwaukee Plumbers LU 75. The IUPAT commends the members of LU 781 for volunteering their time and efforts to this project.

LU 781 Volunteers Tom Coyne (kneeling), along with (left to right): Dan Korinek, Pete Ollis, Jeff Arnold, Steve Schreiner, John Schneewis, Dave Weiman, and Scott Carstens.

~ Automatic Taping Tools ~ Spray Equip. ~Stilts ~Sanding Equip. ~

Al's AlsTapingTools.com

Family Owned & Operated Since 1985

800-458-7895

Al's Taping Tools & Spray Equipment

NEW ITEM EasyClean Taper

Quickly remove the cover plate w/ 1 screw for faster clean-up

Complete Set of Taping Tools as low as $2599

plus over $2000 in Al's FREEBIES!!

Free Shipping on All Tool Orders!

Mention you saw us in the Journal to receive more FREE STUFF!!

*with purchase of full set of tools.

800-458-7895

We carry all major brands of Drywall &Paint Equipment. Call for Special Pricing.

Columbia PORTER-CABLE FULL CIRCLE Speedia TITAN

UNION NEWS & EVENTS

DISTRICT COUNCIL 14 – ILLINOIS

RETIREES HONORED AT HOLIDAY PARTY

Painters Local 33 (Joliet, Illinois) honored its newest retirees during a Christmas party held last December. These members have dedicated their lives to their crafts and this union. The International Union of Painters and Allied Trades is grateful to our retirees for all their hard work throughout the years. We hope you enjoy your retirement and spend more quality time with your loved ones. Congratulations!

LU 33 retirees (left to right): Luis Carbajal, Ronald Bolte, Walter Null, Melvin Redman, Frank Cacic, Nikolas Tsaliagos, Ronald Albarico, and Jim Meintanis.

DISTRICT COUNCIL 30 – ILLINOIS, WISCONSIN

Apprentice Graduation *–Written By: Marisa Richards*

More so than ever before, today's group of graduates know the importance of seizing a great opportunity and investing in a career, despite any challenges brought on by difficult economic times," said Stephen Lefaver, director of Apprenticeship and Training for District Council 30's JATF, of the nine apprentices issued Certificates of Completion at the graduation ceremony on January 21, 2016. Held at Two Brothers Roundhouse in Aurora, Illinois, the event celebrated the painters, drywall finishers, and glaziers who succeeded in their goals of becoming journey workers.

"When you started your apprenticeship, the country was just starting to rebuild from the recession that began in 2008," recounted Lefaver in opening remarks made at the ceremony, "but the lasting effects were still visible in the construction trade market. Opportunities were scarce," he added, "but you identified an opportunity within the finishing trades, committed to it, and overcame many challenges along the way; this ambition is what will set you apart from the rest."

Kicking off the ceremony were speeches by special guests Ronda Kliman, U.S. Department of Labor apprenticeship and training representative, and Ken Seal, Finishing Trades Institute Central Region Apprenticeship and Training Representative. On point with the evening's theme, Kliman and Seal emphasized the importance for the graduates to commit to regularly upgrade their training and certifications, identify new opportunities, and not be afraid to seize the chance to grow and develop one's career.

Select graduates were then presented with special recognitions. The Secretary-Treasurer Award was presented to Local Union 157 (Peoria, Illinois) member Dustin Denney. District Council 30's Business Manager/Secretary Treasurer Ryan Anderson, along with JATF Labor Trustees Brian Dahl, Mark Guethle, and Marisa Richards, honored Denney for his record of leadership and dedication to the union.

The Norm Hankes Award was established to honor the individual who demonstrated outstanding performance and leadership on the job throughout their apprenticeship. This year, it was awarded to Richard Yanuzzi, from Local Union 607 (Rockford, Illinois). Mark Palmer, Executive Director of the Finishing Contractors Association of Illinois, presented the award along with FCAI Board President Bill Nielsen and the JATF Employer Trustees Kelley Oates, Kurt Hand, and Jerry Little.

Concluding the award ceremony, Lefaver, Seal, and Anderson presented the award for the 2015 Apprentice of the Year, honoring the apprentice whose overall performance ranked highest among the group. "To be eligible for this prestigious award, apprentices must work to produce outstanding records of classroom performance, work history, and attendance throughout their apprenticeship," explained Lefaver. "In addition to these key components, candidates must also demonstrate dedication to the trade through participation in additional training and leadership opportunities, such as union participation, political activism, and community service." The 2015 Apprentice of the Year award was presented to Matthew Eppy, of Local Union 157.

"By graduating this program, each of you have already proven that you have what it takes to sustain a lasting career in the finishing trades," stated Lefaver after the presentation

Continued on next page

On January 21, 2016, Painters DC 30's JATF held a graduation ceremony at the Two Brothers Roundhouse in Aurora, Illinois. The event honored all of the painters, drywall finishers, and glaziers that completed their apprenticeship in 2015, officially commemorating their accomplishment of becoming journey workers.

UNION NEWS & EVENTS

DISTRICT COUNCIL 30

Continued from previous page

of graduation certificates. "You should be proud of your accomplishments thus far, and be equally proud of your trade, but your commitment should not end there. Keep hold of your dedication, continue to improve your own skill level, and, most importantly, invest in a Bold Future for our union by mentoring the next set of apprentices on the job."

Graduating apprentices were: Painters: Frank Appello, Kevin Carter, Matthew Jantolak, Jeffrey Martin, Saul Perez; Glaziers: Dustin Denney, Matthew Eppy; and Drywall Finishers: Jaime Villar, Richard Yanuzzi.

(Left to right): Apprentice of the Year Matthew Eppy, DC 30 BM/ST Ryan Anderson, Central Region ATR Ken Seal, IUPAT Finishing Trades Institute, and Director of Apprenticeship and Training Stephen Lefaver at DC 30's JATF graduation ceremony on January 21, 2016.

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

U.S.S. MASSACHUSETTS *-Written By: Tim Yost*

In January, the Shriver Paint students, along with Instructor Tim Yost and IUPAT Field Coordinator Al Gomes, were able to take on a joint project with the IUPAT DC 35 industrial apprentices and their Instructor Don Verville on board the U.S.S. Massachusetts at the Battleship Cove Naval History Museum in Fall River, Massachusetts. They were given the task of painting 15 large storage lockers and two control panels in the ships 3rd deck aft berthing compartments, while the apprentices painted the walls, ceilings and floors of the compartment. This area will now be used as an exhibit to show the sailors' living quarters, and will be part of a tour that is open to the public. The Shriver students were also given a bathroom to paint on their own.

DC 35 apprentices have been going to the U.S.S. Massachusetts to work on it for the past 5 years. They have built quite a relationship with the Battleship Coves Facilities Manager Kenneth Preble and his staff. This year, IUPAT Field Coordinator Alan Gomes and DC 35 Director of Training Eric Redding were able to meet with Mr. Preble and factor the IUPAT Shriver students into the project. This project served dual purposes for the Shriver students—they were able to work with people who are currently employed in our trade, and also got to work on a real piece of history. All who participated were more than happy to help keep the U.S.S. Massachusetts looking good.

DC 35 Apprentices and Shriver Paint students aboard the U.S.S. Massachusetts. Together, the crew was able to complete restoration of the vessel's 3rd deck berthing compartments.

DISTRICT COUNCIL 46 – ONTARIO

Ralph D'Angelo Awarded Pin for Years of Service

(Left to right): LU 1819 Business Representative Ray Preston, Ralph D'Angelo, and General Vice President Robert Kucheran at Brother D'Angelo's pin ceremony.

Local Union 1819 (Toronto) member Ralph D'Angelo has been a member of the IUPAT for over forty years. In recognition of this milestone, Brother D'Angelo was presented with a commemorative pin for his years of service to our great union. General Vice President Robert Kucheran and LU 1819 Business Representative Ray Preston were present at the pin ceremony to congratulate Ralph on his achievement. The International Union of Painters and Allied Trades would like to thank Ralph D'Angelo for dedicating his life to our union. It is members like Ralph D'Angelo that make the IUPAT one of the greatest unions in the building trades.

DISTRICT COUNCIL 51 – MARYLAND, WASHINGTON, D.C., VIRGINIA

MEMBERS REPAINT MARY'S CENTER

On January 16, 2016, volunteers from District Council 51 helped repaint areas at Mary's Center for Maternal and Child Care in Washington, D.C. This project was part of the AFL-CIO Martin Luther King Jr. Civil and Human Rights Conference Day of Community Service.

(Left to right): Assistant to the General President Marcus Shepherd, DC 51 Business Representative Charles Parker, Tyrone White (DC 711), DC 51 Organizer Sandro Baiza, DC 51 BM/ST Lynn Taylor II, Special Assistant to the General President Dan Penski, and DC 51 Organizing Director Sergio Perez.

Members of DC 51 painting at Mary's Center for Maternal and Child Care.

UNION NEWS & EVENTS

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

RAISING WAGES SUMMIT

Members of DC 77 attended the Raising Wages Summit on February 6, 2016. The objective of the summit was to discuss unethical compensation practices that affect South Carolina's working class. For instance, the state of South Carolina has no set minimum wage. Working people are at an unfair disadvantage and this issue needs to be addressed. DC 77 participated in this summit as part of the Community Organizing for Real Economics (CORE) initiative. The South Carolina AFL-CIO sponsored the summit which was facilitated by the honorable Vic Rawl, member of the Charleston County Council. Guest panelists included the honorable Gilda Cobb-Hunter, SC State House Representative; Gerald Guerena, International Association of Machinists; and Tefere Gebre, Executive Vice President, AFL-CIO.

(Left to right): Brian Smith, Ed Sturcken, Chuck Hill, Steve Key and Anthony Bishop at the Raising Wages Summit.

DISTRICT COUNCIL 78 – FLORIDA

DC 78 PLAYS VITAL ROLE IN ART BASEL IN MIAMI BEACH

Art Basel in Miami Beach completed its 14th year in December 2015. The show presently uses approximately 54,000 hours of union labor through IUPAT DC 78/Sign, Display and Allied Trades Local 1175 each year from November 19th through December 11th. The show consists of over 7,200 walls that are taped, painted and have baseboard applied. There are over 2,600 rigging points with almost 6.5 miles of truss set and rigged to the top of the walls. It is the largest and most prestigious art show in the Western Hemisphere. This year, it drew 77,000 visitors from over 110 countries. The show is one of the most important events to the city of Miami Beach every year. It has committed to return the next two years even as the Convention Center is being remodeled.

DISTRICT COUNCIL 80 – LOUISIANA, ALABAMA, ARKANSAS, MISSISSIPPI, TENNESSEE, TEXAS

Coating Application Specialist Forum

District Council 80 hosted its first Coating Application Specialist (CAS) forum at its headquarters this year. Members of DC 80, along with contractors, engineers, and inspectors participated in open discussions focusing on the industrial coatings industry. Among the topics discussed at the forum was corrosion prevention, an area of the industry the IUPAT is leading in providing qualified workers to contractors on projects that require protective coating experts. Attendees were also able to observe and participate in hands-on simulations of industrial coatings.

Coating Application Specialist Forum attendees participate in an open discussion about industrial coatings.

DISTRICT COUNCIL 81 - IOWA, ILLINOIS, NEBRASKA, SOUTH DAKOTA

DISTRICT COUNCIL 82 - MINNESOTA, MONTANA, NORTH DAKOTA, SOUTH DAKOTA, WISCONSIN

IUPAT MEMBERS REPRESENT WORKING FAMILIES AT HARD HATS FOR HILLARY RALLY

On January 23, 2016, members of DC 81 and DC 82 attended the Hard Hats for Hillary rally in Davenport, Iowa. The purpose of the rally was to address issues facing the labor movement and to encourage attendees to support presidential IUPAT-endorsed candidate Hillary Clinton. At the rally, Hillary spoke about the importance of the labor movement, strengthening and protecting the middle class and advocating for working families.

Hillary Clinton with Little Canada, Minnesota members Shawn Theis (LU 386) and Jordan Fry (LU 61).

Front row (left to right): Field Representative Roger Hester, William Glore, Field Representative Rick Kueber. (Back row) Local 156 President James Sowders.

DISTRICT COUNCIL 91 – INDIANA, ILLINOIS, KENTUCKY, MICHIGAN, TENNESSEE

SERVICE PIN AWARD CEREMONY

Last December, DC 91 hosted its annual Christmas party and Service Pin Award Ceremony. William Glore of Local Union 156 (Evansville, Indiana) received a 50-year service pin and a gold watch. We are saddened to report that Brother Glore passed away less than one month after being recognized for his 50-year milestone. The International Union of Painters and Allied Trades is eternally grateful to Brother Glore for his hard work and dedication to our union. May he rest in peace.

IUPAT CASH & INVESTMENTS

	BALANCE AT 1/1/15	YEAR TO DATE GAIN (LOSS)	BALANCE AT 12/31/15
OPERATING FUNDS			
General Fund	$20,962,374	$2,669,074	$23,631,448
Organizing Fund	$5,359,100	$435,721	$5,794,821
Building Corp	$4,922,371	$(620,535)	$4,301,836
TOTAL OPERATING FUNDS	**$31,243,845**	**$2,484,260**	**$33,728,105**
OTHER FUNDS			
AD&D	$358,566	$11,806	$370,372
Death Benefit	$22,172,109	$136,966	$22,309,075
Convention	$1,323,342	$1,194,343	$2,517,685
FIDR Fund	$636,936	$(23,500)	$613,436
TOTAL OTHER FUNDS	**$24,490,953**	**$1,319,615**	**$25,810,568**

GENERAL PRESIDENT'S REPORT

Continued from page 4

what the dedication and determination of a united IUPAT membership can accomplish in only one day. Just imagine what we can accomplish in the weeks, months and years ahead if we display that same dedication in unity in everything we do.

As union members, we are fortunate to have a voice to negotiate fair wages and benefits for the jobs we work on every day. We have an organization larger than us to protect our workers from crimes like wage theft, and from unnecessary dangers on the job site. It is time we gave back to our own communities and, at the same time, show everyone the value and power of a strong labor movement united in action.

I look forward to seeing you soon at your local labor meeting and in the field volunteering for CORE.

LEARN. UNITE. ACT.

TEXT IUPAT TO 48728

PAINTERS AND ALLIED TRADES ONE UNION INTERNATIONAL UNION AFL-CIO

The New IUPAT Membership App

The new IUPAT Membership Services Enhanced (IMSE) system. Available now at the Apple iTunes Store (search keyword IUPAT).

The IUPAT has developed a new app, the Member Mobile Portal, that gives members and district council/local union representatives access to membership information that is stored on the IUPAT Integrated Membership Services Enhanced (IMSe) system. The specific membership information that is visible on the app is replicated from the IMSe System and includes member contact information, date of initiation into the union, dues status and acquired training certifications. The app also lists recent news stories from the new union website www.IUPAT.org and links to IUPAT social media.

Perhaps most important to the member is the ability to immediately access their dues status to help them remain in good standing, and their training certifications (e.g., OSHA, CAS, etc.) that can be quickly shared with employers via email when required.

Although the app can provide a wealth of information, that information is only as accurate as the membership data stored on the IMSe System, which is maintained by each district council. If any membership information within the IMSe System is missing or incorrect, it must be entered or corrected in the IMSe System by your district council.

Currently, the app is only available for the iPhone. However, it will be available on Android this fall. Also soon to come is a calendar of local level union events, the ability to view International union events, as well as a directory of district council and local union contact information

This app is an important and extremely effective new tool to communicate with our membership. Please learn how to use it and share it with fellow members. Remember, the information is only as accurate as the data entered by your district council into the IUPAT IMSe System. Do your part by notifying your district council if any of your membership information is missing or incorrect.

DIRECTIONS

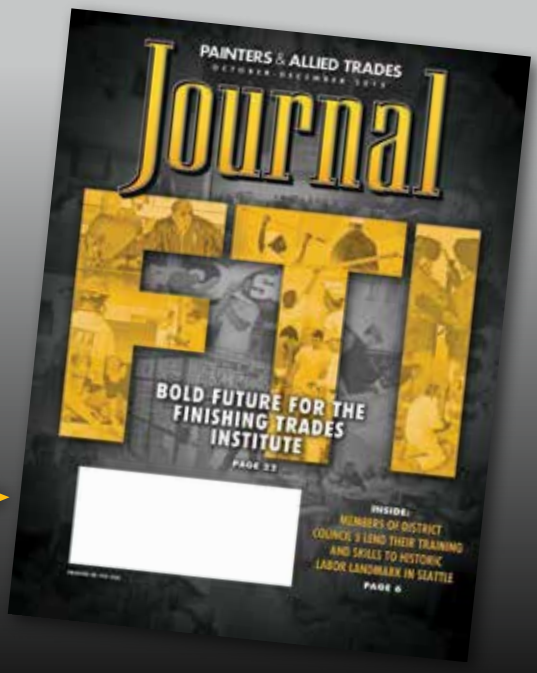
Download IUPAT MMP from the Apple iTunes Store. Search under IUPAT to find the app.

Validate your member information using your member ID number, last name and date of birth. Your ID can be found on your membership card, or you can check the address box on the latest *Journal* you received in the mail.

Once these items are entered and matched against IMSe, you will be able to create a user account with your email address.

If you have issues creating your account, contact your district council to confirm that your membership information is correct.

Membership cards issued from the IMSe System have membership ID numbers on them. Check yours for your number. If your Local Union does not issue the IMSe membership card, your membership number is always included in the address label of your *Journal*. On the label, your membership number is 6 to 8 numbers long and appears before the *Journal* issue month/year. If you didn't receive the most recent edition of the *Journal*, then it is time to contact your district council and update your address information on record.



Advanced Safety Training Means Higher Pay for Our Members

The Finishing Trades Institute is now offering our members an opportunity to receive Safety Trained Supervisor Construction (STSC) Certifications. This industry certification is awarded by the Board of Certified Safety Professionals (BCSP), the recognized leader in high quality credentialing for safety, health and environmental workers, to frontline supervisors, forepersons, superintendents and craftspeople who have responsibilities to maintain safe conditions and practices on construction job sites.

BCSP has been in business since 1969 and is the longest established continuous accredited certifying body in the area of safety, health and environmental practice. BCSP has currently certified over 27,000 credential holders involved in safety, health and environmental protection of the workforce; over 6,000 individuals actively hold the STSC Certification.

A challenge was made by Permasteelisa Group, a leading international contractor in manufacturing and engineering of architectural envelopes and interior systems with 40 years of expertise, to the IUPAT glaziers working in California and New York. If our members complete the OSHA 30 course and obtain the STSC Certification, then Permasteelisa will increase our members' hourly wages by $1.50/hr. From design and development through quality control, the company's goal is to provide design and construction solutions to the most complex architecture with a strong focus on customer satisfaction. The Group is present in four continents, has a network of over 50 companies in over 30 countries with 11 production plants. Through innovation and a rigorous research and development program, Pemasteelisa uses environmentally-friendly materials and eco-sustainable processes to make buildings and structures themselves more livable and energy efficient.

In an effort to support and prepare our members, the FTI has made the Safety Trained Supervisor Construction (STSC) Exam Prep Course available in the Learning Management System (LMS). When asked about the training, FTI Director Anton Ruesing said, "When the FTI was made aware that by offering this training and certification to our members, it would result in a pay raise for them, the decision was an easy one to make. We are here to support our members, our affiliates, our contractors, and the industry. Anything that allows us to do that is part of the mission of the FTI."

The IUPAT/FTI's STSC Exam Prep Course is an advanced online safety course designed to prepare our members to successfully pass the formal examination and obtain the certification. Members who achieve the STSC Certification demonstrate a mastery of the core knowledge required for professional safety practices.

As of this writing, STSC examinations were scheduled for District Council 16 (Northern California) and District Council 9 (New York City) for early April for members who met the criteria of having documented 30 hours of formal training in safety, health and environmental, and have two years of supervisory experience or four years of work experience in construction.

The STSC Certification will give our members a leading edge and a competitive advantage for obtaining safety positions in the industry. This is an outstanding example of how our learning and training initiatives help our members and support the Finishing Industries. It is also a significant advancement for the committed partnership of the IUPAT, the FTI and our employers to expand our market share and create new job opportunities through certification.

Our industries continue to move forward in creating new safety and work rule demands, and the International Union of Painters and Allied Trades Finishing Trades Institute is working every day to create the curriculum and training to meet those demands.

THE FTI LEARNING MANAGEMENT SYSTEM

In 2012, the FTI launched the Learning Management System (LMS). This online resource was designed to offer training courses and support materials to district council trainers and members via the web to maintain a consistency and timeliness in our training throughout North America. Since then, the LMS has grown to upwards of 600 multi-craft courses and assessments covering eight trades in both the United States and Canada, including 273 CORE courses spanning an introduction to the finishing trades from health and safety to leadership and development.

FTI Director of Curriculum and Development Dr. Tom Pfundstein (back, center) and members of the FTI staff recently held a successful LMS training seminar at District Council 6 in Cleveland, Ohio.

With this growth comes the need for all district councils to learn and take control of the administrative tasks needed to fully utilize this dynamic system, and administer relevant training and education required to keep our members safe, productive, and proficient on any job site.

Recent trainings for District Council 51 (Maryland, Virginia and Washington, DC), DC 35 (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont), and District Council 6 (Ohio, Indiana, Kentucky, Pennsylvania) have successfully provided the directors of training, coordinators, instructors, and administrative staff with an overview of the LMS website and hands-on practice on the administrative requirements needed to manage LMS accounts, enroll students in courses, view transcripts, create reports, transfer historical data from older systems and import classroom-based course completions. District councils can also personalize the LMS to meet their own training needs.

Training continues in different parts of the United States and Canada.

FTI COMPUTERS

It is the goal of the IUPAT/FTI to develop, enhance and otherwise provide online training content, made available through the LMS, to encourage members to participate in training and education. The LMS enables our members to, at any time and any place, build their skills as apprentices and journey persons, as well as help our instructors to become better equipped to teach our members. To increase participation in the use of the LMS, the IUPAT/FTI is providing each district council with 20 student computer workstations, including an instructor station and classroom display dedicated to the purpose of accessing the LMS course materials. So far, computers have been deployed and installed in a third of our district councils in North America. It is the goal of the FTI to complete the installation of the computer labs by 2017.

NEW FEATURE:

MEMBER HIGHLIGHTS

The Painters & Allied Trades Journal strives to be an effective source of news and announcements for IUPAT members. We are now striving to do even more by highlighting members from throughout North America to share their story of being not only a union member, but a member of the International Union of Painters and Allied Trades.

Read the stories of some of your fellow members below, and check back in future editions of the *Journal* for more member highlights.

Paying it Forward

William Mayer
District Council 4/Local Union 112
in Buffalo, New York

Brother Mayer began his career in commercial and industrial painting in 2003 with a non-union paint company. It did not take too long after a failed IUPAT organizing campaign in the company for him to realize that being a non-union painter in his industry wasn't what he wanted in life. "I wanted more, I wanted a change, I wanted benefits, a pension, a more secure future and, most of all, training and education to further my craft," he said. That same year, he joined the International Union of Painters and Allied Trades.

Right away, Mayer followed the encouragement of his local union leaders and attended his district and state AFL-CIO meetings to "better understand the labor movement." He became involved in IUPAT and labor events, including political activism.

Mayer not only realized the benefits of the union for workers on the job, he realized just how powerful a voice labor could be beyond the job on behalf of working families. He impressed his business manager/secretary-treasurer at the time with his dedication and acumen on social media covering labor issues. So much so that, in 2011, he was cleared to launch sites across the social media networks reporting on events and news about IUPAT District Council 4 and the labor movement in Central and Western New York (search IUPATDC4WNYCNY).

Recently, after watching reports of local Michigan unions helping the residents of Flint affected by the lead water crisis, Mayer rallied local labor leaders and volunteers in Buffalo and Western New York to their part. In just a few weeks, they collected enough donations of bottled water to fill a semitrailer, as well as thousands of dollars to go towards the purchase of water filters. As of this writing, the volunteers were preparing to drive the water and funds to Michigan in late March.

"I believe in paying it forward, giving back to the Union that has provided me a good wage, benefits, education and a secure future," Mayer said. "This is our union and it is only as strong as the members that support and participate in it."

Adapt and Overcome

Nick Meade
District Council 16/ Local Union 487
in Sacramento, California

Brother Meade grew up in Bay Area in California. Unfortunately, like so many other teenagers his age in cities across the country, he decided to quit high

school at the age of 15. "It was a bad neighborhood, and I was just hanging out with my friends, not going anywhere," Meade said. Then, he was approached by an Army recruiter who asked him why he wasn't in school. "I told him I dropped out. He talked to me about the opportunities the Army could provide for me. A lot of people in my family had served, so I knew what the Army could do for me. I also wanted to get my life back on track at that point. So, I joined not too long after speaking with the recruiter."

Meade served in the Army for six years, with two deployments in Afghanistan as a Cavalry Scout. The Army appealed to him because it offered him structure in life that he was lacking as a young man up to that point. "Every day, first it was physical training, then eat breakfast and then change and go to my assigned work," he said. "Structure got me on track and I continued to earn more responsibility, and even become a team leader and then section sergeant, and I liked that."

He transitioned out of the Army at Joint Base Lewis-McChord in Seattle, Washington. Once again in his life, he was dealing with some uncertainty about his future. "I never had a job outside of the Army, I joined as a very young man at 17. The skills I used in the Army didn't exactly fit in civilian life. Honestly, entering civilian life was scarier than my two deployments."

Meade met with an IUPAT representative on base who was recruiting for the Painters and Allied Trades Veterans Program (PAT-VP), a program that offers transitioning members of the military industrial coating application training and certification, as well as job placement and membership in the IUPAT. "The work appealed to me, and the money and benefits were there."

He enrolled and successfully completed the program. Soon after, he was an employee of Long Painting in Seattle working as a sprayer in a Boeing factory coating steel and high walls. From there he worked on a number of other projects and continued to earn more responsibility on the job. "In the Army, I was taught to adapt and overcome," said Meade. He explained that the same is true as he works his trade in the IUPAT.

Today, he, his wife and four-year-old daughter live in Sacramento, California. Meade hopes to continue his craft and work with veterans as they transition out of the service. He has even considered finding a way to recruit veterans into the union. "Kids join [the military] young, and then come out with a family, and sometimes without applicable civilian skills. I want to help others through it."

Proud of What I Do

Erica Bailey
District Council 16/Local Union 169
in Oakland, California.

In 1999, IUPAT Sister Erica Bailey joined the Air Force and was assigned into Military Police. She joined for her grandfather, the man who raised her and served in the military himself. She was deployed three times over the next ten years to Afghanistan, India and Pakistan. "I loved seeing so much of the world," Bailey said. "I've been all over, including Germany and Japan."

When she returned home in 2009, she underwent a different kind of training and became an EMT. Although she enjoyed the work and got a great deal of satisfaction out of it, something was missing. After two years, a friend who worked as an accountant at a local glass company, and who knew Bailey was looking to do something else with her life, approached her with an opportunity. "She told me that her shop was hiring apprentice glaziers and that maybe I should give it a try. I like working with my hands, so I didn't hesitate to become a glazing apprentice in IUPAT Local Union 169."

A new life in the Building Trades is often a challenge for anyone, but it can be even tougher for a woman. Yet, Bailey says she persevered by drawing

on her military experience and motivated by the better life the Trades offered her. "Being in the union is like the military in that you are a part of a brotherhood, a team. The pay and benefits I get for being a union glazier makes the hard work worth it, and I'm also very proud of the projects I worked on. I'll be driving with friends or my family and I'll point at buildings in town and tell them 'I did that.' I'm proud of what I do."

Over the past two years, Bailey has been spreading the word about the IUPAT and the Building Trades to service members transitioning out of the military. "When I was leaving the service you didn't hear too much about the trades. Things are better now than they were then, but I try when I can to get to bases and let them know about these opportunities. I especially try to talk with women's veteran groups about how there are the same opportunities for them that there are for men."

Bailey doesn't formally work with any group to recruit veterans into the trades; she explained that she wanted to reach out to fellow veterans because she has been in their place before. Fortunately for the IUPAT, she's building our ranks with some of the most qualified men and women to enter the workforce.

Survived for a Reason

James Carew
District Council 78/Local Union 1010
in Orlando, Florida

Nearly 10 years ago, Brother James Carew was working at a local carwash when a family friend, a union member, suggested that it was time for him to start a career and move on from that job.

Carew joined the IUPAT as an apprentice industrial painter and soon went from spraying water on cars at a carwash, to becoming a paint sprayer at the Kennedy Space Center. "It was an unbelievable job for me. What a change," said Carew. His life as an industrial painter remained busy, and his career was on the right track.

Unfortunately, in 2014, Carew's life would change once again, but not for the better - or so it seemed that way at first. "I was driving too fast, and lost control of my car. I hit a light pole." In addition to being severely injured across his body, Carew lost his left arm in the crash that day. It was an accident that could end the career of a man who works with his hands.

Yet, during and after his recovery from the accident, Carew was not deterred by his injuries and what his future held for him. "To be honest, and I know it is strange to hear this, I came through this with a much better attitude about life. I was enlightened by what happened. I knew I survived for a reason, and I was going to make this work."

Carew was not alone in his recovery. He says that his union brothers and sisters drew a collection to help him through his recovery after the accident, and the local leaders paid a visit to let him know that they would find a place for him to keep working.

Today, Carew is quickly mastering the use of his prosthetic arm and is an instructor with the district council. When his time permits, he is studying and working to successfully become a coatings inspector under the NACE program. He joins his union brothers and sisters on community projects when he can, and tells just about anyone who will listen about being a union member.

"They've been there for me, and they're here for me today. Joining is the best thing that ever happened to me. The IUPAT is like a family, and a family always looks out for each other."

America is a Union and Unions are American

Allen Foley
District Council 9/Local Union 1087 in New York City

It is no surprise that our fellow IUPAT members are passionate about the organized labor movement in the United States and Canada. Local and International leaders are often fortunate enough to hear from some of our more active members about how important it is to be a part of the union, and even provide some insight for us all on why the fight to grow our ranks and lift the middle class is so important.

Here is one such piece submitted by Brother Allen Foley in New York City:

Labor unions are essential to give the average person a much better chance at a comfortable life, and have contributed immeasurably toward making the United States the great country that it is today. Unions have helped to build the strongest middle class the world has ever known. It was the labor movement of the past that organized and marched to help working families get ahead. It was hardworking men and women who demanded not simply fair pay for all, but more safety and security.

They stood up for an idea that everybody deserves a fair share. They also are the ones who gave us the 40-hour workweek, weekends, overtime, the minimum wage, and all kinds of things that people now take for granted, such as health insurance and retirement plans. All those gains have been union made. The birth and rise of labor unions has coincided with that of the United States' unprecedented rise to become the global leader. I believe that this is not a coincidence and that the United States would be a far different place without the accomplishments made by unions.

Given all the achievements of unions in the United States, why is it that so many people want to see their demise? People often claim that when workers organize, it is bad for the economy, bad for job creation, and has no place in a free-market society. However, when companies use collusion and manipulation to keep wages low, they are within their rights in a free market economy. In other words, praise corporation's efforts against workers but criticize workers' efforts to level the playing field. At its most basic, a union is just a group of people who have decided to act together to place limits on the supply of their own labor, as businesses have demand for the labor they will need to pay proper wages.

Adam Smith, the father of modern economics, who laid the foundations of classical free-market economic theory, states in his book, The Wealth of Nations: "We rarely hear, it has been said, of the combinations of masters, though frequently of those of workmen. But whoever imagines, upon this account, that masters rarely combine, is as ignorant of the world as of the subject. Masters are always and everywhere in a sort of tacit, but constant and uniform, combination, not to raise the wages of labour above their actual rate. Masters, too, sometimes enter into particular combinations to sink wages of labour even below this rate. These are always conducted with the utmost silence and secrecy till the moment of execution; and when the workmen yield, as they sometimes do without resistance, though severely felt by them, they are never heard of by other people. In contrast, when workers combine, the masters never cease to call aloud for the assistance of the civil magistrate, and the rigorous execution of those laws which have been enacted with so much severity against the combination of servants, labourers, and journeymen." Adam Smith clearly saw no difference between companies "combining" to reduce wages and employees "combining" to increase wages. So the claim that unions have no place in a free-market economy is simply not true.

Unfortunately, the strength of unions today is only a fraction of what it once was, and many are fighting to ban unions all together. This will have many negative effects on this country and make the income inequality gap exponentially worse.

The loss of unions would create tremendous opportunities for companies to prey on individual workers for the sake of higher profits. This wide spread exploitation would have many consequences on the entire country. The United States was founded on the principle that everyone has the right to pursue happiness. Blocking the right of workers to organize and effectively forcing them to live paycheck to paycheck goes directly against that. Why should one side, the employers, be able to exercise all the rights guaranteed to them, while the other side, the employees, have their rights removed? That is not the American way; in fact, I would say that is actually the anti-American way. America is a union and unions are American. It is time for this great country to stick together once again.

UNION SKILLS. OUTDOOR PASSION. COMMON PURPOSE.

The strength of America's labor movement rises from solidarity based on mutual support, real world craftsmanship and organization. With those three things, mountains can be moved – or parks can be improved, bridges can be built and trails can be made. The Union Sportsmen's Alliance unites union members who love the great outdoors and are willing to volunteer their unique trade skills to help protect our outdoor heritage for future generations through hands-on conservation projects.

Be part of the movement.

JOIN THE UNION SPORTSMEN'S ALLIANCE

WWW.UNIONSPORTSMEN.ORG

/UNIONSPORTSMEN

UNION SPORTSMEN'S ALLIANCE

IUPAT Members: *Know Your Rights*

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers to ensure union democracy, financial integrity and transparency. The Office of Labor-Management Standards (OLMS) is the Federal agency with primary authority to enforce many LMRDA provisions. If you suspect a violation of these rights or responsibilities please contact the Department of Labor at **1-866-4-USA-DOL**.

UNION MEMBER RIGHTS

Bill of Rights – Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements – Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports – Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections – Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal – Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships – Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Protection for Exercising LMRDA Rights – A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence – No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

UNION OFFICER RESPONSIBILITIES

Financial Safeguards – Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding – Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed $5,000.

Labor Organization Reports – Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports – Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections – Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's request to distribute campaign material.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.
- allow candidates to inspect the union's membership list once within 30 days prior to the election.

Restrictions on Holding Office – A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans – A union may not have outstanding loans to any one officer or employee that in total exceed $2,000 at any time.

Fines – A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

GOVERNMENT AFFAIRS

'Unions Matter' in Canada

When newly elected Prime Minister Justin Trudeau entered the doors of a Canadian Labour Congress (CLC) meeting in Ottawa last November, he became the first sitting prime minister to make such a visit in more than 50 years.

He assured the labour leaders in attendance that he would follow through on the Liberal party campaign pledge to repeal anti-union legislation, and told them that he realizes that "labour is not a problem, but a solution." It was a sign of a new way of government in Canada, and most certainly a new, and long overdue, political environment for organized labour.

In October 2015, Trudeau was elected prime minister of Canada. The leader of the Liberal party, Trudeau unseated Conservative Party Leader Stephen Harper, who had served as prime minister for the previous ten years. It was a highly charged race filled with negative campaigning, especially so from the Conservative party. Yet, Trudeau, now the second youngest prime minister in Canadian history at 43, ran his campaign much differently. His campaign theme was "Real Change," and he practiced what he termed "positive politics" in the race. In fact, in his victory speech he told his supporters and the country watching him on television that, "This is what positive politics can do. This is what a positive, hopeful vision, and a platform and a team together can make happen."

Trudeau's win was a decisive one with the Liberal party taking 184 of the 338 seats in parliament – a result that is widely credited to the discordant decade for the middle class under Harper's administration leading up to this Election Day. Labour unions in particular were rallying against Harper and the Conservative party because of the former prime minister's contemptuous legislative attacks on organized labour.

Although there are many examples of such attacks, two stand out above the rest.

In July 2015, Bill C-377 was passed by Harper's Conservative party which required unions to publicly disclose any spending of $5,000 or more and any salary of more than $100,000. Supporters of the bill claimed it was for the sake of transparency and accountability. It was touted by them as a new tax law that was passed to require organizations that receive special tax benefits (unions are tax-exempt on revenue and members can deduct dues from their personal income) to give full disclosure on how they spend their money. However, this law only applied to unions, not to charities, corporations or any other groups that also received tax benefits.

It was lost on no one how similar this legislation was to U.S. President George W. Bush's push on heightened reporting requirements for unions under the Labor-Management Reporting and Disclosure Act (LMRDA) beginning in 2003. Both actions were a clear and undeniable attack on unions meant to bury them in red tape, cause internal strife and pit employers against labour over how union dues and revenue were spent.

Another piece of Canadian legislation passed on Harper's watch was Bill C-525. This bill amended the process of union certification and decertification. It eliminated the card-check system (where majority support of a union was established by collecting cards from a majority of employees) in the federally-regulated sectors, and replaced it with a system where a minimum of 45 percent of the workforce would submit signed cards and then the Labour Board would call a vote. The clear intent, union leaders again maintained, was to lengthen the certification process and give companies more of an opportunity to intimidate employees to vote non-union and drive organizing success down. The bill also allowed a vote of decertification to be initiated by a minority of union members instead of a majority. A way to further deplete the ranks of union members.

OPENING THE DOOR TO "REAL CHANGE"

These two pieces of legislation seemed to be the tipping point for labour to unify and take action in the next election. "We'll redouble our efforts to make sure Harper doesn't

get re-elected," said Sid Ryan, president of the Ontario Federation of Labour, to CBC News. Even members of Harper's party understood that they had perhaps overreached with the anti-union legislation. As CBC News reported, former Conservative Senator Hugh Segal said the bills could "hurt the Conservatives in dozens of ridings where labour unions could influence the outcome of the fall vote." He went on to lament, "Why somebody would decide that kind of suicidal, ideologically narrow excess is in the national or the party's interest or the primes minster's interests is completely beyond me."

The worries of the former senator proved to be correct. Not only did Trudeau promise to repeal C-377 and C-525, he ran on a platform that included infrastructure investment, resources for job training and governmental reform to protect the interests of the middle class. With a united labour coalition pushing against Harper and his party, and voter fatigue with Conservative divisive politics, Trudeau and the liberal party easily captured parliamentary majority.

"The Trudeau government has received a strong mandate from Canadians and now the hard work begins," said Robert Kucheran, general vice president of the International Union of Painters and Allied Trades and chair of the Canadian Building Trades. "Our members make up part of Canada's middle class and we look forward to partnering with his cabinet to improving the lives of Canadians."

What's in store for labour now that Trudeau is in office? As a start, true to his word, the Liberal government waived requirements mandated by C-377 last December, and has since begun the legislative process to repeal both bills.

In an interview with *Media Planet,* Trudeau made it clear that he realizes the success of the middle class in Canada is highly dependent on the success of the labour movement. "Canadians need to know that unions matter," said Trudeau. "They need to know that unions are essential in the fight for fair wages. Canadians need a government, which instead of attacking unions, works with them to ensure that every Canadian has a real and fair chance at success."

Trudeau is also putting specifics together on his 10-year, $125 billion infrastructure plan to create jobs and boost the condition of the public transit, green infrastructure and social infrastructure.

Moreover, resources for training and apprenticeships also remain a top priority for Trudeau, with a concentration on apprenticeship ratios on federal projects. In a letter penned to Minister of Employment, Workforce Development and Labour MaryAnn Mihychuk, Trudeau laid out his expectations for her office. As minister, "your overarching goal will be to help Canadians get the skills they need for good quality jobs," he wrote. As a part of that mandate, he instructed her to develop "a framework to fund training facilities delivered in partnership with labour unions."

It is early in his administration, but Trudeau is working in stark contrast to Harper when it comes to labour unions and the middle class, and the unified force of the labour movement had much to do with it. While so many pundits and opponents are always ready to count organized labour out when it comes to politics, unions continue to come together to make a difference in politics and beyond.

In case you didn't notice, it is a presidential election year in the United States. It's time to follow the lead of our brothers and sisters to the north and do everything in our power to put a pro-union president in the White House. Contact your district council today to find out how you can join our political action efforts.

IUPAT General Vice President Robert Kucheran (right) with newly elected Prime Minister Justin Trudeau. His election signals promising new times for labour in Canada.

LMCI: Advancing the IUPAT Glazing Industry

The Painters and Allied Trades Labor Management Cooperation Initiative (LMCI) represents a partnership between International Union of Painters and Allied Trades employers and union leaders with the common goal to expand the business of union construction companies which, at the same time, puts more IUPAT members to work.

The LMCI offers a number of services and resources to employers to help them build a better business. This includes exclusive industry information to assist in bidding jobs, steward training programs, incentive-based safety training programs and large venue meetings to encourage the exchange of best-practices among peers.

One of the most proactive arms of the LMCI is its growing corps of industry liaisons. These LMCI representatives work every day to improve the market share of the unionized construction industry. Some of their responsibilities include participating in pre-job assessments on construction projects that have IUPAT contractors and members working on site, assisting in contract negotiations to both parties at the table, and hosting and conducting various LMCI/IUPAT/Finishing Contractors Association functions and programs across North America. All of these responsibilities serve to increase business opportunities for IUPAT contractors, and work prospects for IUPAT members.

Executive Assistant to the General President and LMCI Liaison Tim Stricker concentrates his work on promoting and advancing the glazing industry with employers to increase market share and work opportunities for IUPAT members.

"Promoting and maintaining the presence of a union workforce and companies in our industries requires more than just phone calls and emails from our headquarters in Hanover, Maryland," says Greg Renne, administrator of the LMCI. "Face-to-face meetings and handshakes are what ultimately get the job done on that front, and that is why we have these liaisons working in the field."

Recently, the IUPAT union leaders and employers who sit on the board of the LMCI directed Administrator Renne and the industry liaisons to adopt a new direction of work in addition to their regular duties in the field. Each liaison will now focus on a specific IUPAT trade (or trades) and the issues of interest or contention for IUPAT employers and members in that industry. The goal is for there to be a representative in the field with

a particular expertise in each craft to problem-solve, build industry relations and further promote the IUPAT workforce and employers based on industry-specific working relationships developed in the field.

In this edition of the *Journal*, we are highlighting the work being done in glazing and architectural metal and glass.

Tim Stricker has served as an industry liaison to the glazing sector of construction since July 2013. His prime directive in this role is to increase work opportunities for IUPAT glazing contractors and the glaziers who work for them. Moreover, he works on a daily basis to raise the recognition of the IUPAT among professional associations, manufacturers and other groups in this industry to show that the IUPAT is more than just a workforce provider, but a leading authority on the technology and materials being utilized in the industry, as well. He works on this initiative with groups such as the Council on Tall Buildings, National Institute on Building Science and the Building Envelope Conference.

As the certification process in the industrial coatings trade continues to be a success in giving the IUPAT workforce and contractors a competitive edge in winning projects (Coating Application Specialist, or CAS, certification), the IUPAT, the LMCI and our industry partners are pursuing certification opportunities in glazing, as well.

In fact, Stricker is promoting the advantages of two certifications for glazing to signatory employers – the Curtain Wall Installer Certification for members, and the Glazier Contractor Certification for employers. The challenge is two-fold; the certifications themselves have to be successfully drafted and accepted as standards. Then, these standards must become part of the specifications for projects. The LMCI and the IUPAT have prepared to successfully navigate the process and give the IUPAT contractors and workforce the competitive edge contractors and workers have with CAS in industrial painting and coatings.

One of the biggest challenges the LMCI is working on in the glazing industry is one that is fairly unique in the Finishing Trades. "The industry has quickly become global," Stricker says. "More and more foreign companies now play a significant role in the United States and Canadian market." In response, the LMCI regularly creates opportunities to meet with these companies, in North America and Europe, to educate them on what the IUPAT and LMCI have to offer them for their projects in the U.S. and Canada.

These are just a few examples of how the Painters and Allied Trades LMCI is making a difference for IUPAT members on a daily basis to create more work for them, and a better bottom line for our employers. Learn more about what the LMCI does by visiting www.LMCIonline.org.

JOB CORPS

Growing the IUPAT with Job Corps Talent

For nearly 50 years, the International Union of Painters and Allied Trades and Job Corps has been integral in providing career pathways for young men and women who may not have any other prospects to learn a trade and build a successful career.

The Job Corps program provides young people with the opportunity to improve upon their academic skills and receive vocational training in crafts such as painting, floor covering, glazing and sign and display, among others. Students who successfully complete the program are often placed in a local IUPAT apprenticeship program, where they continue to receive formal training in their chosen trade, as well as gain on-the-job experience. Not only is it an opportunity for the students to move to the next level in their careers, it is an avenue for the IUPAT to grow our ranks.

To that end, the IUPAT Job Corps program in Charleston, West Virginia and IUPAT District Council 53 have been working closely together to enroll eligible Job Corps graduates into the IUPAT apprenticeship program. IUPAT Job Corps Field Coordinator Alan Gomes and Job Corps Painting Instructor Billy Stevens met with IUPAT DC 53 Business Manager/Secretary-Treasurer Dan Poling and DC 53 Director of Servicing Jerry Scarbro at the district council offices in Charleston recently. They are planning and implementing a system to expedite the placement of Job Corps graduates in the ranks of the IUPAT. One aspect of that plan is to fully utilize the training centers in different parts of the state for Job Corps. DC 53 Training Coordinator Tony Phillips and Drywall Instructor Danny Blankenship gave Stevens and Gomes a tour of the IUPAT training facility in Weston. Both were impressed with the scope of training opportunities and are already planning scheduled field trips with Job Corps students to introduce them to the next step of IUPAT apprenticeship.

Job Corps graduate Angel Rodriguez recently joined the ranks of the IUPAT as a drywall finisher thanks to the efforts of the Charleston Job Corps Center and IUPAT District Council 53.

In the meantime, the revitalized collaboration between the IUPAT and Job Corps in West Virginia has already produced positive results. Job Corps graduate Angel Rodriguez is now working on a multi-craft job site at CAMC Heart and Vascular Center in Charleston as one of our newest members. He was hired by Corner Stone, a local contractor, to work on drywall fire-taping, and will soon complete training for drywall finishing.

Prior to enrolling in the Job Corps program, Angel had been working since the age of 16 in various jobs that offered minimal career growth and low compensation. He was determined to find a career which would enable him to support himself financially and grow as a professional, and he saw the Job Corps program as a great opportunity to accomplish these goals. His time in the Job Corps program has taught him the value of training and education. He has shown dedication and craftsmanship in the IUPAT painting trade at the Charleston Job Corps Center and has the professionalism to carry him far in the finishing trades industry. With the wages he will earn through IUPAT employment, he will be able to support himself and build a great future. We hope that he will inspire future candidates to strive for higher levels of achievement, and contribute to the quality membership of the IUPAT.

The Signatory Industry's Separator: High Quality

– By Mike Cassidy, Chairman of the Board

We all know that labor and management are two sides of a coin. And we all also know that labor and management may never completely agree on everything. It's human nature to want to make as much as we can, and for each side to make the absolute most it possibly could, the other side needs to make the absolute least it possibly could. Obviously, that would not work. A union member not making enough income to live a comfortable life is not going to want to keep working for a company that does not value him or her. A contractor not generating enough profit to cover overhead and bid new work is not going to last long before he or she goes out of business

That's why FCA International members and the IUPAT are partners. We know that, if we want to have a prosperous future, our best chances at success are if we work together. Sure, there will be times that we disagree with each other. Sure, there will be arguments. Frankly, if there weren't, we'd have issues. If we agreed on everything, our partnership would grow stagnant, and we wouldn't challenge each other to grow and improve. However, we have to recognize that the only way for us to recapture marketshare and grow our industry is by finding the common path that provides the most value for both sides.

Ultimately, at the end of the day, our biggest obstacle is non-signatory companies taking more and more of our marketshare. The biggest issue facing our industry isn't quality, and it certainly isn't price. Simply put, the biggest issue we face is a perception problem. There is the perception out there that our services are overpriced and not worth the cost. We have the means to overcome that perception; we just need to work together.

I said it in my last article for this *Journal*, but it bears repeating: the quality of our work is what separates us from our non-signatory competition. Our labor partners are able to bring in people and train them to be the best in the construction industry. The sheer skill level of IUPAT members dwarfs our competitors, and that skill ends up saving our customers money in the long run because the job is done right and on time. How exactly will this translate to us solving our perception problem? I don't have that answer right now.

I do have the answer to how we will get there. We must remain committed to our partnership. While we will have disagreements, we must remain cognizant of the true threat and pool our thoughts and efforts into identifying the right path forward. FCA International truly believes that we are stronger together than we are apart. We are committed to not just maintaining our partnership, but building on it and finding new ways to work together to drive our industry forward.

It's a very different world that we live in compared to 20-30 years ago. We've tried doing what we did back then – it's not working. Just look at the decline in our marketshare if you need proof. Change needed to happen in our industry yesterday. To our industry's credit, we have begun to change the way we do things, but we haven't changed enough. We're still too dependent on our old ways. If we want to effectively move forward, we must continue to adapt. If we don't continue to adapt, we will perish.

Labor and management on the same page is a powerful force that our competitors cannot hope to match. Let's remember why we partnered up in the first place. Let's not be afraid to stray from what we used to do. Let's find that new path forward, and let's secure our industry's future.

FCA International believes in the strength of our partnership with our labor partners. If we work together, we will truly build a better future for all our families. We are committed to working with our partners to identify the path that works for both sides and takes our industry to new heights.

As always, glad to be here.

WHAT YOU SHOULD KNOW

Funded Status of the International Painters and Allied Trades Industry Pension Plan

The IUPAT and Pension Fund offices have received questions and are aware of concerns with recent changes in the law and publicity about other pension plans cutting benefits for current retirees for benefits already earned in the past. It is important to understand that only a plan that is in such bad shape that it is expected to run out of money to pay benefits can make such cuts under the law. Even with the recent poor stock market returns, the IUPAT Industry Plan is nowhere near that situation.

The Pension Protection Act of 2006 established "zones" to categorize pension plans. The zones are defined as the Green Zone (neither Endangered nor Critical), the Yellow Zone (Endangered), Orange Zone (Seriously Endangered), and Red Zone (may be "Critical" or "Critical and Declining"). The Critical and Declining category is for plans that are in critical status and declining so much in funding that they cannot be expected to recover without extreme measures.

In 2015, the U.S. Plan remained in the Yellow Zone, or in the "Endangered" status. The U.S. Plan will also be certified in the Yellow Zone for 2016. For each year that the Plan is not in the Green Zone, you will receive a **Notice of Zone Status** to explain the status of the Plan. For 2016, this information will be provided to you via regular mail during the month of April. You will also receive an **Annual Funding Notice** each year with important information about your pension plan.

In order to determine which "zone" the Plan is in, each year the Plan actuary reviews the assets, liabilities, and "actuarial value" funded status of the Plan. The zone status is affected by work hours, contribution rates, and pensions earned and paid, as well as investment return. The investment markets are not the sole factor in determining the zone status.

The law anticipates ups and downs in the stock market and allows the Plan to use a "smoothing" technique, which averages investment gains or losses over time, to determine funded status and minimum funding requirements – and uses the term "actuarial value of assets" for that process. The actuarial value of assets provides a longer term or gradual view of funding progress, as only a part of any given year's good or bad return is reflected immediately in the measurement of the actuarial value of assets used to determine the Plan's "actuarial" funded percentage. So, in a good year, the funded percentage may not increase as much as the market but, in return, the funded percentage may not fall as much as the stock market in a bad year.

With the actuarial value approach, the Plan's funded percentage continues to reflect the dramatic stock market losses of 2008. Usually, gains and losses are smoothed over a 5-year span. However, an exception was made to allow plans to take 10 years to smooth the losses to lessen the impact that the 2008 market crash had on many pension plans. Therefore, the 2008 loss will continue to affect the calculation of the actuarial funded status of the Plan until 2018. For example, in 2013, the Plan earned over 13% on its investments on a market value basis, which may appear that it should increase the funded status of the Plan. As expected, the Plan's funded percentage on a "market value" basis did improve, but only slightly (from 58.8% to 62.9%) as the other factors in the formula held it back. However, the major investment losses of 2008 are still with us under the "smoothed" actuarial value of assets, so the "actuarial value" return in 2013 was only 4.3% and the funded status decreased from 69.4% to 68.5% under the actuarial value approach. With normal work and investment markets, the Plan's funded percentage is expected to turn upward after we leave 2008 fully behind us.

Although the Plan continues to be in the Yellow Zone, there are no further employer contribution increases expected at this time. The last mandatory contribution increase was in 2012 when a 35% increase was implemented as part of the Funding Improvement Plan (FIP). The Board of Trustees reviews the Plan's status each year and future changes may occur to keep the Plan in compliance with the law and to ensure that the Plan continues to be able to pay existing Plan benefits.

OUR RETIREES

Listed below are the pensioners awarded a pension benefit through the International Painters and Allied Trades Industry Pension Fund from November 2, 2015 through March 1, 2016. On behalf of the Board of Trustees, please join us in wishing them the best of luck, and a long and fruitful retirement.

MARK WILLIAM ADAMS .....LU 7
GERARDO C ALCANTAR.....LU 1991
KENNETH F. ALCOTT.....LU 1331
TODD DENNIS ALLGOOD...LU 1165
JOE ALMARAZ .....LU 130
ROBERT AMADOR.....LU 79
HORACE B ARDIS, III. .....LU 7
GERALD ARON .....LU 1165
JOHN ALLEN ASP.....LU 1955
MILO AUGUSTINE.....LU 53
DAVID E AUSTIN .....LU 95
SHERI L BAKER .....LU 756
STUART A BAKER.....LU 1165
OCTAVIO BARAJAS.....LU 1136
ROGER S BARNEY.....LU 1976
DEBORAH A BASILE.....LU 1815
TERRY STEVEN BAUER .....LU 61
PATRICIA ANN BAWZA.....LU 1122
KEVON E BELDIN .....LU 424
LEONARD J BELLIS .....LU 41
HARRY L BENNETT.....LU 1756
GARRY L BERGER .....LU 333
ROBERT J BERLIN .....LU 150
MICHAEL L BEST.....LU 409
KENNETH GENE BIRTHISEL ...LU 970
GERALD WILLIAM BISKNER
THEODORE L BLETKO .....LU 256
CURTIS L BOND .....LU 181
ANTONIO P BORJA.....LU 53
MICHAEL A BOSSELMANN...LU 2001
CHARLES E BOWMAN , JR. ..LU 1139
WALTER NEAL BRADY.....LU 88
EDMONDO E BRANDONE...LU 1135
DARREL D BROTEN.....LU 386
WALTER G BROWN , JR. .....LU 830
BRADLEY K BRUSH.....LU 201
RICHARD S BUBB.....LU 252
WILLIAM S BUDINICH.....LU 1087
VINCENT S BURGER.....LU 6
THOMAS E BURLEIGH.....LU 48
DONALD A BURNS.....LU 32
SUSAN J BURTON.....LU 880
GAY M CAFLISCH .....LU 61
DENNIS S CALAMARIS .....LU 460
CHARLES A CAMPER .....LU 1052
JAIRO CANO.....LU 1719
DEAN W CARLSON .....LU 880
DALE A CARR.....LU 7
ALAN DEAN CARROW.....LU 357
PASCUAL CASIANO, JR. .....LU 252
JOAQUIN CASTRO .....LU 18
RICARDO G CASTRO .....LU 1399
HIPOLITO CERQUEIRAS.....LU 20
KEVIN CHARBONNEAU .....LU 691
JODY S CHIK .....LU 41
JEFFREY J CHRISMAN .....LU 718
KIM PRESTON CHRISTENSEN ...LU 77
WILLIAM CHEMING CHU.....LU 718
MOJMIR CIMERA.....LU 19
JACQUELINE R CLARK .....LU 18
ABRAHAM COLE.....LU 57
CHARLES W COMPTON.....LU 159
PAUL J CONE.....LU 157
JOHN J CONNOR.....LU 252
CARL ANTHONY CONOVER III .....LU 1331
DONALD DAVID COOK.....LU 79
JOHNNY KEITH COOK.....LU 669
JOSE G CORONA.....LU 1036
DAVID HICKMAN COX.....LU 639
ROBERT LYNN COX.....LU1756
BARBARA J CRAWFORD .....LU 427
ARNOLD D CRISP .....LU 437
DAVID CRISP.....LU 1275
DANIEL CUMMISKEY LU159
DELIJA CUNMULJAJ .....LU 19
DANIEL P CVITANICH
GARY A CZECHANSKI .....LU 963
ALFONSO D'AMBROSI .....LU 20
STEVEN E DANIELS, SR. .....LU 1846
ROBERT J DAVIS, JR. .....LU 677
JAMES F DAWSON, JR .....LU 6
ANTHONY DE FILIPPO .....LU 1719
KURT A DEBUS .....LU 27
RALPH D DEMPSEY .....LU 43
JEFFREY LYNN DILLING .....LU 1075
FRANCOIS DION .....LU 205
EDWARD WILHELM RUDOLF DOMMASCH .....LU 963
BARRY JOSEPH DOWLING....LU 751
CRAIG ALAN DUNNING ....LU 1165
DENNIS M DURAPAU , SR.....LU 500
DALE G EARNSHAW .....LU 1036
HORACIO A ECLIPSE
STEVEN A ELLERY .....LU 1803
KEVIN L EMENHISER.....LU 1165
JEFFERY E ENRIGHT .....LU 1165
MARK W EVANS.....LU 95
MARK O'NEAL FABIANO.....LU 41
DANNY K FINN .....LU 1165
LINARD KEITH FLANARY.....LU 411
DANIEL P FRANKLE.....LU 1486
LARRY E FRANKLIN.....LU 86
KEITH LYNN FULLER.....LU 156
BLAGOJA GALEVSKI .....LU 372
RANDY JOSEPH GALLAHAN .LU 150
CARLOS A GAMERO .....LU 20
JAIME P GATI.....LU 1087
WILLIAM H GATSON.....LU 639
GIOVANNI GENNA.....LU 24
NANCY O GENTILE .....LU 1937
DAVID MICHAEL GERKEN....LU 150
DAVID K GILES
RICHARD C GILMAN JR .....LU 1010
ANTHONY GIORDANO .....LU 9
RUBEN G GOMEZ.....LU 53
CARLA M GRADY .....LU 756
THEODORE J GREEN, JR. .....LU 707
STEVE H GREENBERG.....LU 1087
STEPHEN D GRIESE .....LU 963
RANDAL LEE GUNN .....LU 157
ERIC N HALLGARTH.....LU 1165
KENNETH ALLAN HANSON ...LU 681
DANIEL R HARDY .....LU 1275
WILLIAM V HARRIS .....LU 252
DANIEL MARK HASSE.....LU 1009
JAMES T HERRING , JR.....LU 729
ROBERT ALLEN HIBBS, II.....LU 1144
DOUGLAS MARK HILL.....LU 47
ROBERT DEAN HILL.....LU 118
FREDRIC J HLAVACEK .....LU 70
JAMES VERNON HOBBS .....LU 558
CYNTHIA M HOBSON.....LU 1756
JEFFREY R HOLEMAN.....LU 502
JASON WILLIAM HOLLERICH.....LU 6
EDWARD L HOLTKE, JR. .....LU 123
ROBERT C HORTON.....LU 890
GARRY ANDREW HOWE.....LU 246
MARVIN E HUGHES, SR.....LU 277
REBECCA RUTH HUNCKLER....LU 1165
ELZIE HUNT .....LU 53
HOWARD IRIZARRY.....LU 2011
CHARLIE ALLEN JACKSON ....LU 164
WESLEY DENNIS JARNAGIN ....LU 246
WILLIAM C JARNAGIN .....LU 246
JEFFREY DAVID JIMENEZ.....LU 1165
JAY RICHARD JOHNSON.....LU 61
BARTON KEITH JONES .....LU 1275
GERALD E JONES.....LU 1010
SILTON JONES.....LU 53
TONY LEE JULIAN.....LU 47
KEVIN R KECK.....LU 32
CURT OWEN KELBAUGH.....LU 970
ALEXANDER KILPATRICK.....LU 61
JERRY L KING
MARK C KIRALY .....LU 1009
JOHN B KNOWLES .....LU 707
DANIEL E KNOX.....LU 751
RONALD K KOZAIN .....LU 2006
VASILIOS IOANNIS KOZARIS ..LU 43
LARRY W KROPAT .....LU 43
BILLY G KUHN, JR. .....LU 1940
DAVID A KUSCHEL .....LU 1895
KELVIN L KUYKENDALL .....LU 880
LONEY MAE LACKEY.....LU 159
MARK J LAGACE .....LU 437
THEODORE J LANGER .....LU 806
ROBERT N LANZARO .....LU 61
JERRY LEE LAYTON .....LU 1087
GEORGE H LAZARIDIS.....LU 1269
KERRY LEAHEY .....LU 6
EDWARD C LENTZ .....LU 201
MARY E LEWIS.....LU 1269
RICARDO LEYVA .....LU 764
BOYCE K LITTLE, JR. .....LU 86
RONALD NOEL LITTLE .....LU 1087
MARK E LLANES.....LU 1293
JAMES R LONG.....LU 1399
TIMOTHY IGNATIUS LONG...LU 387
JANET L LORE.....LU 277
BRIAN ANTHONY LORUSSO ..LU 1007
WILLIAM J MAILLOUX.....LU 467
JOHN T MANSELL .....LU 181
JULIO CESAR MARADIAGA , SR.LU 365
RODNEY JOSEPH MARKWOOD .....LU 2006
SALVATORE R MARSALA.....LU 1974
KAROLA A MARTIN .....LU 452
RONALD B MARTIN.....LU 490
LARRY MICHAEL MASHAW.....LU 38
GARY L MASNER.....LU 558
ANTHONY JOHN MASSA ..LU 1009
KENNETH E MATHEWS.....LU 2006
RICHARD SETH MCCALEB ....LU 681
TIMOTHY J MCCARTHY .....LU 252
TIMMY RUBIN MCCLELLAND ...LU 1959
RICHARD MARK MCDOUGAL...LU 1087
TIMOTHY CRAIG MCKENRICK .....LU 1399
JOSEPH W MCKEON .....LU 252
ADAN N MEDINA.....LU 1036
GERALD THOMAS MEISNER.....LU 7
PAUL EDWARD MELTON.....LU 249
MARC MERCURY.....LU 1010
CHARLES T MILAZZO, JR. .....LU 150
DAVID L MILLER .....LU 47
GEORGE K MILLER.....LU 1144
JOSEPH ANTHONY MILLER .LU 2011
ROBERT ANDREW MILLIET...LU 1244
ARPAD MOHACSI .....LU 6
JOHN G MONAGHAN .....LU 2011
ANDREA MONTEFORTE.....LU 113
MANUEL MONTEZA.....LU 24

Continued on next page

www.IUPATpension.org

OUR RETIREES

Continued from previous page

KAREN ANN MOORE ..... LU 32
JOSE A MORADO ..... LU 47
JOSE L MORALES ..... LU 1009
WILFREDO MORALES ..... LU 1159
JERRY W MORGAN ..... LU 775
CHARLES S MORLAN ..... LU 1275
FRANK R MOUNT, SR. ..... LU 841
COURTLAND S MUDGE ..... LU 718
GREGORY WAYNE MUNRO ..... LU 1009
ROBERT G MURAWSKI ..... LU 770
ROBERT MARK MURRAY ..... LU 460
WILLIAM P MURTAGH ..... LU 31
BRUCE A MUSSELMAN ..... LU 47
DRAGO NALETILIC ..... LU 20
MICHAEL A NEBEL ..... LU 452
MARK D NESTE ..... LU 269
THOMAS THEODORE NESTOPOULOS ..... LU 1331
CHRISTOPHER T NEUMEYER ..... LU 20
RONALD JOSEPH NICHOLAS ..... LU 38
WILLIAM NICHOLLS ..... LU 557
DAVID L NILOFF, SR ..... LU 460
WILLIAM P NORTON ..... LU 1044
DOUGLAS A NUTZHORN ..... LU 300
JAMES R O` NEIL ..... LU 1803
MICHAEL LAWRENCE OHM ..... LU 27
DANIEL J O'LEARY ..... LU 61
WILLIAM G O'QUINN ..... LU 460
LARRY A OSMUNDSON ..... LU 106
PAT J PALUMBO, SR ..... LU 558
LAMBROS PANOS ..... LU 1456
PETER JOHN PAPANTONAKIS ..... LU 6
MICHAEL J PARILLO ..... LU 201
HERBERT FRANCIS PARKER ..... LU 178
JEFFREY E PARKER ..... LU 1010
STANLEY C PASSALOUKOS ..... LU 460
KIRK ALAN PENSE ..... LU 636
JULIAN IGNACIO PEREZ ..... LU 1010
AARON L PETERS ..... LU 1964
LARRY D PETRIE ..... LU 27
BRUCE A PHILLIPS ..... LU 1399
DANIEL WILLIAM PHILLIPS ..... LU 1247
GEORGE E PHILLIPS ..... LU 7
BERNICE D PIERCE ..... LU 57
JOSEPH M PIERCE ..... LU 57
JUAN MARI PLANELLS ..... LU 1244
LOUIS R PRECIADO ..... LU 1512
ARMANDO QUINONES ..... LU 636
JOSE QUINTERO ..... LU 1136
JOHN J. RAMM ..... LU 676
GENE RICHARD RANDS ..... LU 106
PETER D RENNER ..... LU 1185
CARLOS R REYES ..... LU 1719
GERALD D RICHARD ..... LU 783
RAYMOND G RIDENS ..... LU 471
CARLOS RIVERA ..... LU 1
VICTOR CESAR RIVER ..... LU 1007
EDWARD E ROBERTSON, JR ..... LU 164
DARRELL RUSTY ROBINETT ..... LU 124
CECILIO B ROBINSON ..... LU 230
REID H ROGERS , III. ..... LU 1778
DENNIS M ROSWELL, SR. ..... LU 921
RONALD E RUNNING ..... LU 409
DAVID W RUSSELL ..... LU 471
JOHN J RUSSO ..... LU 1087
ANTONIO SABATINO ..... LU 272
JOSE H SALAZAR ..... LU 1399
CHARLES J SAMPSON ..... LU 452
ANTONIO SANCHEZ ..... LU 160
JAMES SCOTT SANDERSON ..... LU 979
WAYNE E SAVAGE ..... LU 1846
DAVID M SCHIFANO ..... LU 159
HARVEY W SCHMIDT, JR. ..... LU 930
MARK A SCHULER , SR. ..... LU 409
THOMAS A SCHWAB ..... LU 43
ROBERT JOSEPH SCHWEIGER ..... LU 1007
SYLVESTER SCOTT ..... LU 728
NESTOR SEGURA ..... LU 636
JOHN DONALD SEPULVEDA, JR ..... LU 27
JOHN W SHOEMAN ..... LU 1087
RICHARD J SKIBINSKI ..... LU 41
BRUCE W SMEAD ..... LU 294
JOHN D. SMITH JR ..... LU 1778
GORDON C SMITH ..... LU 997
WILLIAM SMITH ..... LU 694
STERLING G SNARR ..... LU 77
LEONARD M SNEIERSON ..... LU 1122
EDWARD W SOHMER , JR. ..... LU 829
KRAIG W SORENSON ..... LU 1959
FORREST D SPRENGER ..... LU 1962
RICHARD ALLEN ST. PIERRE ..... DC 9
RONALD D STEPP ..... LU 963
MICHAEL R STEVENSON ..... LU 1333
ROBERT L STEWART, SR ..... LU 1
JUSTIN GERALD STITH, SR. ..... LU 13
JERRY L STUCKI, II. ..... LU 156
JAMES R SUMMERS ..... LU 502
MICHAEL JOHN SWAYNGIM ..... LU 751
JOSEPH CHARLES SWEENY ..... LU 2011
GEORGE N TANEV ..... LU 372
RONALD N TATE ..... LU 300
RICHARD EUGENE TEMPLE ..... LU 581
BRIAN SCOTT TESTER ..... LU 740
LONNIE E THOMAS, JR. ..... LU 1333
JOHN THONGNOI ..... LU 831
DONALD R TOLSDORF ..... LU 318
WILLIAM EUGENE TONEY ..... LU 970
PETER N TRIOLO ..... LU 24
JOHN E TSARNAS ..... LU 147
VINCE A TUNHEIM ..... LU 61
JOSEPH ANTHONY VALDINI ..... LU 1456
ROLAND D VALLEJO ..... LU 1136
KENNETH B VAN DE WOESTYNE ... LU 312
FOSTER A VANNOY, JR ..... LU 1144
JONATHAN L VOLLAN ..... LU 386
PICCOLA WALKER ..... LU 1756
PAUL D WARREN ..... LU 1100
MARY B WATERS ..... LU 1094
KIM CONRAD WEFING ..... LU 112
RODNEY N WELDY ..... LU 47
ANDREW L WESTLEY ..... LU 77
DONALD GEORGE WHITE ..... LU 201
ROGER G WHITE ..... LU 130
THOMAS EDGAR WHITE ..... LU 703
ALPHEAUS WILLIAMS ..... LU 1456
ROBERT E WILLIAMS ..... LU 1399
ROBERT A WILLIAMSON ..... LU 33
JEFFREY L WILLIS ..... LU 6
ROBERT CHARLES WILLSON ..... LU 246
STEPHAN J WISHINSKY ..... LU 365
MATTHEW P WOLVERTON ..... LU 312
JAMES L WOMACK ..... LU 1184
ARTHUR H WONG ..... LU 1176
CHEUNG L WONG ..... LU 1036
RICHARD R WOOD ..... LU 437
RICKY L WRIGHT ..... LU 118
DONALD WAYNE YARBER ..... LU 1621
LAURENCE B YOUNG ..... LU 1976
SABATELLO ZAAMI ..... LU 24
ALBERT D ZAPATA ..... LU 10
KENNETH M ZEIGLER ..... LU 804
VITTORIO S ZITO ..... LU 18

October 1, 2015 – December 31, 2015

LOCAL	NAME	AMOUNT
1	Anderson Lewis	$2,500.00
3	David C. Soto	$2,500.00
10	Adolf Kortt	$2,500.00
12	Dominic Smurthwaite	$2,500.00
12	George J. Brown	$2,500.00
12	William M. Jankord, Jr.	$2,500.00
12	James A. Devlin	$2,500.00
18	Wallace Jordan	$2,500.00
20	John Esposito	$2,500.00
24	Josef Tepper	$2,500.00
27	John F. Kopjo	$2,500.00
31	Arthur M. Grecco	$2,500.00
47	Gary Clyde	$2,500.00
53	Jerry D. Rankin	$2,500.00
61	Sylvester J. Verkennis	$2,500.00
79	Marvin D. Ortega	$2,500.00
86	William C. Kramer	$2,500.00
88	Dennis P. West	$2,500.00
90	Kevin Naderhoff	$2,500.00
90	Donald J. Schmertmann	$2,500.00
97	Albert Nosek	$2,500.00
106	Merle Lee Larson	$2,500.00
106	John E. Donnahue	$2,500.00
112	Robert E. Dwyer, III	$2,500.00
115	Lloyd A. Strutman	$2,500.00
115	Glen J. Huber	$2,500.00
115	James O'Brien	$2,500.00
115	Edward J. Lambing III	$2,500.00
118	Ricky D. McDole, Sr.	$2,500.00
138	Ioan Susan	$2,500.00
138	Steven Wuschenny	$2,500.00
138	Albert Hargreaves	$2,500.00
138	John Geeling	$2,500.00
147	Theodore Roy	$2,500.00
147	Oyvind Vagn	$2,500.00
147	Philip Koob	$2,500.00
147	B.H. Mulkey	$2,500.00
155	Emanuel Fanurakis	$2,500.00
159	Stamiti S. Davis	$2,500.00
159	Thomas E. Jakeman	$2,500.00
159	George D. Sinderson	$2,500.00
169	Fritz Freund	$2,500.00
177	Brandon K. Jefferson	$2,500.00
188	William R. Larson	$2,500.00
188	Roy L. McClure	$2,500.00
188	David J. Morse	$2,500.00
194	Thomas J. Tolan	$2,500.00
205	Michael Boyle	$2,500.00
249	Kenneth R. Smith	$2,500.00
249	Robert E. Stearns	$2,500.00
275	John T. Fitzgerald	$2,500.00
300	Jolene B. Neilsen	$2,500.00
357	Ed Cieliczka	$2,500.00
363	Homer L. Mitchem	$2,500.00
365	Frank Bruegger, Jr.	$2,500.00
402	Michael C. McMahon	$2,500.00
409	Anthony Cavallo	$2,500.00
419	Richard Soderberg	$2,500.00
419	John M. Paul	$2,500.00
427	Matthew R. Severn	$2,500.00
427	George Bays	$2,500.00
460	Daniel J. Mahala	$2,500.00
460	Dean L. Stainko	$2,500.00
487	Kenny Berman	$2,500.00
487	Otto Severn	$2,500.00
507	Gary Lee Foss	$2,500.00
514	Justin J. Foster	$2,500.00
555	Jack L. Staggs	$2,500.00
557	Giuseppe Di Lello	$2,500.00
660	Robert Anderson	$2,500.00
676	John Norman	$2,500.00
694	Francis Rich	$2,500.00
740	Paul M. Dudley	$2,500.00
781	Bernard Gruenke	$2,500.00
806	Ioannis (John) Makras	$2,500.00
831	Ronald L. Williams	$2,500.00
841	Melvin J. Puddock	$2,500.00
841	Donald R. Howard	$2,500.00
880	George F. Raichert	$2,500.00
930	Norman F. Elliott	$2,500.00
930	Julius F. Mermis	$2,500.00
948	Dan E. Wentland	$2,500.00
963	Jack L. Godin	$2,500.00
970	Elijah Kelley	$2,500.00
1004	Michael Alloco	$2,500.00
1005	Daniel Suchodolski	$2,500.00
1005	Joseph DeMaio	$2,500.00
1007	Riccardo I. Barrera	$2,500.00
1007	Randolph Fila	$2,500.00
1007	Joseph Mazzarella	$2,500.00
1009	Douglas E. Sima	$2,500.00
1009	Kevin J. Hogan	$2,500.00
1010	Robert J. Vescio	$2,500.00
1010	Joseph Olivieri	$2,500.00
1036	Bud H. Calligan	$2,500.00
1036	Rudolf Peters	$2,500.00
1036	Clovis W. Patton	$2,500.00
1036	Michael B. Vestino	$2,500.00
1036	Richard Ball	$2,500.00
1072	James Russell	$2,500.00
1087	Henry Lemonik	$2,500.00
1144	Robert Dulaney	$2,500.00
1165	James McCombs	$2,500.00
1168	Steven Uber	$2,500.00
1199	Richard Daniels	$2,500.00
1236	Gary Jenkins	$2,500.00
1237	David Crites	$2,500.00
1238	Walter Benckert	$2,500.00
1244	John S. Carter	$2,500.00
1275	Joseph Van Allen	$2,500.00
1399	Douglas D. Mills	$2,500.00
1486	Frank Montagnese	$2,500.00
1621	Gary E. Peterson	$2,500.00
1621	George W. Cline	$2,500.00
1621	Peter Souza, Jr.	$2,500.00
1671	Josiah S. Norman	$2,500.00
1819	Anthony Almonte	$2,500.00
1819	Stewart Martin	$2,500.00
1819	Francizek (Frank) Gottwald	$2,500.00
1819	Vernon L. Morrison	$2,500.00
1819	William Rowley	$2,500.00
1891	Giovanni Tersigni	$2,500.00
1891	Stanko Kraljevic	$2,500.00
1891	Josip Blagec	$2,500.00
1891	Janos Borbely	$2,500.00
1904	Denis M. Mathieu	$2,500.00
1904	Livio Tesolin	$2,500.00
1926	Yevgeniy V. Novikov	$2,500.00
1940	Truman M. Englebert	$2,500.00
1955	Michael Donn	$2,500.00
1959	Jacob J. Haffner	$2,500.00
1959	Kermit Mellon	$2,500.00
1969	Fred Palumbo	$2,500.00
1974	Peter Arrigo	$2,500.00
2001	Roger Yost	$2,500.00
2002	Darrell Crawford	$2,500.00
2014	George A. Torp	$2,500.00
2014	Robert T. Casey	$2,500.00
2341	Bill D. Harris, Jr.	$2,500.00
2341	Leroy X. Logan	$2,500.00
2341	Donald A. Williams	$2,500.00
8A28A	Irving Weinberg	$2,500.00
8A28A	Edward Veglak	$2,500.00
8a28a	James Natoli	$2,500.00

UNION MADE SELECTIONS FOR OUR OFFICERS AND MEMBERS

Shop online at **www.iupatstyle.com**

01

02

03

04

05

06

07

08

09

10

11

12

13

14

15

16

17

18

19

20

ITEM	DESCRIPTION	PRICE	SIZE	QTY	AMOUNT
01	**Lock Back Knife w 5" Blade**	$ 40.00			
02	**Zippo Lighter Black Matte**	$ 18.00			
03	**Logo Patch**	$ 3.00			
04	**Logo Lapel Pin**	$ 5.00			
05	**Men's Medallion Watch**	$100.00			
06	**Ladies' Medallion Watch**	$100.00			
07	**Men's Calendar Watch**	$138.50			
08	**Ladies' Calendar Watch**	$138.50			
09	**Men's 10K Gold Signet Ring**	QUR			
10	**Men's Silver Signet Ring**	QUR			
11	**Ladies' Gold Signet Ring**	QUR			

ITEM	DESCRIPTION	PRICE	SIZE	QTY	AMOUNT
12	**Ladies' Silver Signet Ring**	QUR			
13	**Black With White Mesh Cap**	$ 16.00			
14	**Black/Yellow Cap**	$ 16.00			
15	**Gray Full Zip Hooded Sweatshirt**	$ 60.00			
16	**Soft Shell Jacket**	$ 60.00			
17	**Raglan Sleeve Polo**	$ 36.00			
18	**Lion T-Shirt**	$ 15.00			
19	**We Roar T-Shirt**	$ 12.00			
20	**Safety Yellow T-Shirt**	$ 12.00			

Sub-Total	$
Add $2 for each 2XL/ $3 for each 3XL	$
5% Sales Tax (VA Residents ONLY)	$
Shipping	$
Grand Total	$

Make Checks Payable to IUPAT
send completed form and check to:
IUPAT Insignia Department
P.O. 220690 • Chantilly, VA 20153

Name: _____
Address: _____
City: _____
State: _____ Zip: _____
Phone: _____

- All orders are shipped UPS surface.
- Please allow three weeks for delivery.
- All rings are custom made and require 6-8 weeks for delivery.
- Virginia residents ONLY add 5% state sales tax to Sub-Total.
- All payments must be in U.S. Dollars only.
- Orders shipped to Canada may be subject to GST.
- For more information, visit **www.iupatstyle.com** or call **703-788-2579**

SHIPPING COSTS

If your order is under $50: - **$8.95**
If your order is between $50 - $100: **$10.95**
If your order is greater than $100: **$12.95**