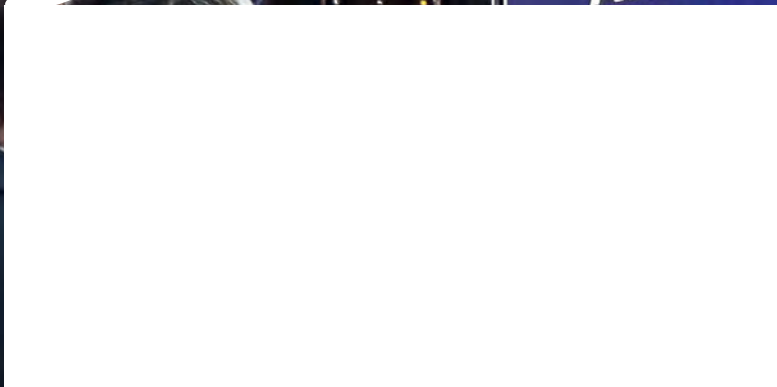




# JOURNAL



**FEATURE:**  
Politics is About Power

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# A MESSAGE FROM GENERAL PRESIDENT JIMMY WILLIAMS JR.

## WHY POLITICS MATTER TO OUR UNION

Since this union's founding, our very existence has always been political. Meetings, where leadership gathered to figure out how to raise wages for our members, make our trades safer, and advocate for benefits, were deemed political gatherings and often faced hostility and brute force from local, state, and federal governments.

The struggle to form our union and the establishment of basic labor law, helping to normalize the existence of unions, took nearly 50 years of fighting tooth and nail. During those 50 years, union members and leaders were met with violence, interrogation, surveillance, blacklisting, and more. It wasn't until 1935 that the National Labor Relations Act (NLRA) finally made it clear for the very first time that the federal government had a role to play in upholding workers' rights and that we have "the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in concerted activities for the purpose of collective bargaining or other mutual aid and protection." This was a major victory for workers and a significant shift in American history because, up until then, the federal government usually stood for suppression and repression on behalf of employers. In this decade of the New Deal, the labor movement nearly doubled in size and made monumental gains across industries.

The pro-union, pro-worker New Deal era has been a North Star for what's possible when we have a federal government and president that actually puts the interests of working people first. It's an aberration from the course of American history as many presidents quickly set aside labor's interests after election season. It is through this lens that we are now witnessing another unique moment in American history. For the first time in a very, very long time, we have a truly pro-union, pro-worker president in Joe Biden, who puts the interests of working people first and has delivered in a way that no president has since Roosevelt's New Deal era. The results speak for themselves—President Biden has delivered on a historic \$1.2 trillion infrastructure investment; invested \$335 million in expanding registered apprenticeships; mandated project labor agreements (PLAs) on large federal construction projects; invested the most in U.S. history for



public transportation, clean energy, water infrastructure, and bridges; and built a Department of Labor (DOL) and National Labor Relations Board (NLRB) that are playing a meaningful and tangible role in defending workers' rights.

Let me be clear—the policy accomplishments of any president will never replace the hard work our union needs to do in organizing to ensure our members build our nation's infrastructure. There are 32,000 projects that are being funded by the infrastructure bill alone. It's up to us to make sure all 32,000 projects have IUPAT members working on them. The federal government can't organize non-union contractors, build our local unions to be as powerful as we know they can be, or create steadfast solidarity to enforce our contracts and stand up for each other on job sites. These are all things we must do ourselves. However, the accomplishments of President Biden give our union and the broader building trades the best opportunity we've had in decades to let our members thrive, grow our market share exponentially, and bring tens of thousands of new workers into our skilled trades where they will earn family-sustaining wages.

Whether we like it or not, everything we do is determined by politics—investment in infrastructure, the enforcement of labor laws, and even how apprenticeship programs like ours are valued. Therefore, we must engage in politics and

support those who deliver on our core issues like President Biden undeniably has. Some presidents—like the one who preceded President Biden—use infrastructure as an election ploy, never actually delivering and even attacking our labor laws and apprenticeship programs. That kind of bait-and-switch politics has never and will never grow our union, whereas the accomplishments of the Bipartisan Infrastructure Law and the Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act have the real potential of doing so. This is the core reason why we're proudly endorsing Joe Biden for President and Kamala Harris for Vice President. Historic infrastructure investment, expanding registered apprenticeships, mandating PLAs on federal construction projects, and the lowest unemployment rate in nearly 60 years set our members and our trades up to be as successful as possible.

The labor movement is everything that marks us from the pits of barbarism and full corporate control of our society. We are the bulwark of democracy, and unions are democracy in action—we vote on what's important to us in our collective bargaining agreements (CBAs) and must do the same at the ballot box.

When the labor movement stands together on our job sites and at the ballot box, there is no limit to what we can accomplish. At a time when workers want to join unions at the highest level in generations, and there's a historic investment in infrastructure projects that our skilled trades work on, we must seize every opportunity in front of us, which includes supporting the politicians who deliver for us, like President Biden. Voting for a president is a personal choice you make once every four years, and I hope you will consider this choice wisely for the reasons I outlined above.

What we choose to do every day, 365 days a year—to grow and strengthen our union, to organize and sign new employers—will always be our first and most important task. I hope every member, no matter their political affiliation, will engage in the tasks of embodying trade unionism with the same vigor and determination that many people have during presidential elections. This is our time to be leaders in both the building trades and broader labor movement and for us to stand up for our true union values.



# MENSAJE DEL PRESIDENTE GENERAL, JIMMY WILLIAMS JR.

## ¿POR QUÉ LA POLÍTICA ES IMPORTANTE PARA NUESTRO SINDICATO?

Desde la fundación de este sindicato, nuestra propia existencia siempre ha sido política. Las reuniones de los dirigentes organizadas para descifrar cómo aumentar los salarios de nuestros miembros, hacer que nuestros oficios fueran más seguros y defender los beneficios, se consideraban reuniones políticas y a menudo se enfrentaban a la hostilidad y la fuerza bruta de los gobiernos locales, estatales y federales.

La fundación de nuestro sindicato y el establecimiento de la legislación laboral básica, que ayudó a normalizar la existencia de los sindicatos, fue el resultado de casi 50 años de lucha con uñas y dientes. Durante esos 50 años, los miembros y dirigentes sindicales se enfrentaron a la violencia, los interrogatorios, la vigilancia y las listas negras, entre otras cosas. No fue hasta 1935 cuando la Ley Nacional de Relaciones Laborales (NLRA) dejó claro por primera vez que el gobierno federal tenía un papel que desempeñar en la defensa de los derechos de los trabajadores y que tenemos “derecho a la organización, a formar organizaciones sindicales, a unirnos a ellas o a ayudarlas, a negociar colectivamente a través de representantes de nuestra propia elección y a participar en actividades concertadas con fines de negociación colectiva o de otro tipo de ayuda y protección mutuas”. Fue una gran victoria para los trabajadores y un cambio significativo en la historia estadounidense porque, hasta entonces, el gobierno federal solía defender la supresión y la represión en nombre de los empleadores. En esta década del Nuevo Trato (New Deal), el movimiento obrero casi duplicó su tamaño y logró avances monumentales en todas las industrias.

La era del Nuevo Trato, favorable para los sindicatos y los trabajadores, ha sido una estrella guía de lo que es posible cuando tenemos un gobierno federal y un presidente que realmente anteponen los intereses de los trabajadores. Es una aberración respecto al curso de la historia estadounidense, ya que muchos presidentes dejan rápidamente de lado los intereses de los trabajadores después de la temporada electoral. Es a través de este lente que estamos siendo testigos de otro momento único en la historia de Estados Unidos. Por primera vez en mucho, mucho tiempo, vemos



en Joe Biden a un presidente verdaderamente a favor de los sindicatos y los trabajadores, que anteponen los intereses de los trabajadores y ha cumplido de una forma que ningún presidente lo ha hecho desde la época del Nuevo Trato de Roosevelt. Los resultados hablan por sí solos: el presidente Biden ha realizado una inversión histórica de 1.2 billones de dólares en infraestructuras; ha invertido 335 millones de dólares en la ampliación de los programas de aprendizaje registrados; ha impuesto acuerdos laborales de proyectos (PLA) en grandes proyectos federales de construcción; ha realizado la mayor inversión de la historia de Estados Unidos en transporte público, energía limpia, infraestructuras hidráulicas y puentes; y ha creado un Departamento de Trabajo (DOL) y una Junta Nacional de Relaciones Laborales (NLRB) que están desempeñando un papel significativo y tangible en la defensa de los derechos de los trabajadores.

Permítanme ser claro: Los logros políticos de cualquier presidente nunca sustituirán el duro trabajo que nuestro sindicato tiene que hacer en la organización para garantizar que nuestros miembros construyan la infraestructura de nuestra nación. Solo la ley de infraestructuras financia 32,000 proyectos. De nosotros depende que los 32,000 proyectos cuenten con miembros del IUPAT trabajando en ellos. El gobierno federal no puede organizar a los contratistas no sindicalizados, desarrollar nuestros sindicatos locales para

que sean tan poderosos como sabemos que pueden ser, ni generar una solidaridad firme para hacer cumplir nuestros contratos y defendernos unos a otros en los lugares de trabajo. Todas estas son cosas que debemos hacer nosotros mismos. Sin embargo, los logros del presidente Biden dan a nuestro sindicato y a los oficios de la construcción en general la mejor oportunidad que hemos tenido en décadas para que nuestros miembros prosperen, para que crezca exponencialmente nuestra cuota de mercado y para atraer a decenas de miles de nuevos trabajadores a nuestros oficios cualificados, donde ganarán salarios de subsistencia familiar.

Nos guste o no, todo lo que hacemos está determinado por la política: la inversión en infraestructuras, la aplicación de las leyes laborales e incluso cómo se valoran los programas de formación como el nuestro. Por lo tanto, debemos participar en la política y apoyar a quienes cumplen con nuestras cuestiones fundamentales, como lo ha hecho innegablemente el presidente Biden. Algunos presidentes (como el que precedió al presidente Biden) utilizan las infraestructuras como una táctica electoral, sin llegar a cumplir e incluso atacando nuestras leyes laborales y programas de formación. Ese tipo de cebo político nunca ha hecho crecer ni hará crecer nuestro sindicato, mientras que los logros de la Ley Bipartidista de Infraestructuras y la Ley de Creación de Incentivos Útiles para la Producción de Semiconductores (CHIPS) tienen el potencial real de hacerlo. Esta es la razón principal por la que apoyamos con orgullo a Joe Biden para presidente y a Kamala Harris para vicepresidenta. La inversión histórica en infraestructuras, la expansión de las formaciones registradas, la obligatoriedad de los PLA en los proyectos federales de construcción y la tasa de desempleo más baja en casi 60 años preparan a nuestros miembros y a nuestros oficios para tener el mayor éxito posible.

El movimiento obrero es todo lo que nos separa de las ruinas del barbarismo y del pleno control corporativo de nuestra sociedad. Somos el baluarte de la democracia, y los sindicatos son la democracia en acción: votamos lo que es importante para nosotros en nuestros convenios colectivos y debemos hacer lo mismo en las urnas.

Cuando el movimiento obrero se mantiene unido en nuestros lugares de trabajo y en las urnas, no hay límite a lo que podemos conseguir. En un momento en el que el nivel de intención de afiliación de los trabajadores es el más alto en generaciones, y hay una inversión histórica en proyectos de infraestructuras en los que trabajan nuestros oficios cualificados, debemos aprovechar todas las oportunidades que se nos presenten, lo que incluye apoyar a los políticos que cumplen por nosotros, como el presidente Biden. Votar a un presidente es una elección personal que se hace una vez cada cuatro años, y espero que hagan esta elección concienzudamente por las razones que he expuesto anteriormente.

Lo que elegimos hacer cada día, los 365 días del año (hacer crecer y fortalecer nuestro sindicato, organizar e incorporar a nuevos empleadores) será siempre nuestra primera y más importante tarea. Espero que todos los miembros, independientemente de su afiliación política, se dediquen a las tareas de encarnar el sindicalismo con el mismo vigor y determinación que muchas personas durante las elecciones presidenciales. Este es nuestro momento para ser líderes tanto en el sector de la construcción como en el movimiento obrero en general y para que defendamos nuestros verdaderos valores sindicales.

# A REPORT FROM GENERAL SECRETARY-TREASURER

GREGG SMITH



## MEETING THIS HISTORIC MOMENT

When I think of our union and the opportunities it offers to all members, I feel an immense sense of pride. It is through our union and the broader labor movement that I believe the most material change can occur for working people.

While real change occurs from the bottom up, starting on our job sites and in our communities, sometimes opportunities present themselves at the top that can further advance the positive changes our union is trying to make for our members every day. We've also learned the hard way, numerous times, how devastating it can be when those at the top make their priorities attacking our way of life—attacks on our registered apprenticeship programs, disinterest in following through on infrastructure funding, stacking the courts with corporate stooges, gutting or rolling back labor laws and safety protections, siding with companies against worker organizing efforts, and more.

In the last few years, we've seen how beneficial it can be when we have allies in the federal government who share our core priorities. The Biden administration has delivered on the promises that far too many presidents say they'll do but don't. They've passed a historic bipartisan infrastructure bill that will create 300,000 new construction jobs and keep our members working for many years. They also mandated Project Labor Agreements (PLAs) on most federal projects, invested in and expanded our registered apprenticeship program, ensured the Department of Labor (DOL) and National Labor Relations Board (NLRB) are serving the interests of working people, ruled in favor of workers organizing with the IUPAT who were victims of wage theft,

and much more. During President Biden's tenure, he signed into law the largest investment in water infrastructure in U.S. history, the largest bridge investment since the construction of our interstate highway system, the largest federal investment in public transit in U.S. history, and the largest investment in clean energy in U.S. history.

It's because of these results that our union proudly endorses Joe Biden—he's delivered on our core issues in a way no president in recent history has. At the heart of this endorsement are the fundamental values of our union: infrastructure investment that puts our members to work with family-sustaining wages, expands our apprenticeship programs to provide an opportunity for all, fights for worker-friendly labor laws, and levels the playing field for workers that are trying to unionize.

Many presidents have promised to pass federal infrastructure investment, yet few have. President Biden's infrastructure investment will put many of our members to work rebuilding our bridges, highways, public transportation, and water infrastructure. It also presents incredible opportunities to organize our trades within the clean energy industry to help build the infrastructure of tomorrow.

Apprenticeships are the backbone of our union because they provide a pathway to success for individuals seeking to learn a trade, earn a living wage, and build a stable future. Through apprenticeship programs like ours, we provide protection and stability that are rare for young people to find today and empower our members to become highly skilled professionals ready to take on the challenges of our



industry. That is why President Biden's proposed investment in apprenticeships will create new opportunities and ensure that our members remain at the forefront of building America's future.

Let's be clear: I support our endorsement because our core priorities have been President Biden's priorities in the White House, and he's delivered on them. I'm a union man first, and it's because I value our union so much that I'm proud we support those who've supported what matters most to us.

We can't let culture wars get in our way or be swayed by those who seek to divide us. The simple truth is

that the Biden administration has overseen record-low unemployment, historic infrastructure investment, fought for our apprenticeship programs, and ensured that the federal government works for working people.

It's up to us as a union to create the changes we seek, from our job sites all the way to the highest levels of our federal government. I hope you'll join me in being a part of that change by attending our meetings, standing up for our members on the job, and being a proactive unionist. Whatever differences we may share, our union always comes first.



**WE ARE  
UNION STRONG**

# INFORME DEL SECRETARIO GENERAL Y TESORERO

GREGG SMITH



## AL ENCUENTRO DE ESTE MOMENTO HISTÓRICO

Cuando pienso en nuestro sindicato y en las oportunidades que ofrece a todos los miembros, siento un inmenso orgullo. Es a través de nuestro sindicato y del movimiento obrero en general como creo que puede producirse el cambio más significativo para los trabajadores.

Aunque el verdadero cambio se produce de abajo hacia arriba, empezando en nuestros lugares de trabajo y en nuestras comunidades, a veces se presentan oportunidades en la cima de la pirámide que pueden hacer avanzar aún más los cambios positivos que nuestro sindicato intenta generar para el beneficio de nuestros miembros cada día. También hemos aprendido por las malas, en numerosas ocasiones, lo devastador que puede ser que los de arriba establezcan sus prioridades atacando nuestro modo de vida: ataques a nuestros programas de formación registrados, desinterés por seguir adelante con la financiación de infraestructuras, ocupar los tribunales con títres de las empresas, destripar o hacer retroceder las leyes laborales y las protecciones de seguridad, ponerse del lado de las empresas en contra de los esfuerzos de organización de los trabajadores, y mucho más.

En los últimos años, hemos comprobado lo beneficioso que puede resultar contar con aliados en el gobierno federal que compartan nuestras prioridades fundamentales. La administración Biden ha cumplido las promesas que demasiados presidentes dicen que cumplirán pero no lo hacen. Han aprobado una histórica ley bipartidista de infraestructuras que creará 300,000 nuevos puestos de trabajo en la construcción y mantendrá a nuestros miembros

trabajando durante muchos años. También exigieron los Acuerdos Laborales de Proyectos (PLA) en la mayoría de los proyectos federales, invirtieron en nuestro programa de formación registrado y lo ampliaron, garantizaron que el Departamento de Trabajo (DOL) y la Junta Nacional de Relaciones Laborales (NLRB) sirvieran a los intereses de los trabajadores, votaron a favor de los trabajadores organizados con el IUPAT que fueron víctimas de robo salarial y mucho más. Durante su mandato, el presidente Biden firmó una ley para la mayor inversión en infraestructuras hídricas de la historia de Estados Unidos, la mayor inversión en puentes desde la construcción de nuestro sistema de autopistas interestatales, la mayor inversión federal en transporte público de la historia de Estados Unidos y la mayor inversión en energías limpias de la historia de Estados Unidos.

Es por estos resultados por lo que nuestro sindicato respalda con orgullo a Joe Biden: ha cumplido con nuestras cuestiones fundamentales de una forma que ningún presidente de la historia reciente lo ha hecho. En el corazón de este respaldo están los valores fundamentales de nuestro sindicato: la inversión en infraestructuras que pone a nuestros miembros a trabajar con salarios que mantienen a sus familias, amplía nuestros programas de formación para ofrecer una oportunidad a todos, lucha por leyes laborales favorables a los trabajadores y nivela el terreno de juego para los trabajadores que intentan sindicalizarse.

Muchos presidentes han prometido aprobar inversiones federales en infraestructuras, pero pocos lo han hecho. La inversión en infraestructuras del presidente Biden

pondrá a muchos de nuestros miembros a trabajar en la reconstrucción de nuestros puentes, carreteras, transporte público e infraestructuras hidráulicas. También presenta oportunidades increíbles para organizar nuestros oficios dentro de la industria de la energía limpia para ayudar a construir la infraestructura del mañana.

Las formaciones de aprendizaje son la esencia de nuestro sindicato porque ofrecen una vía hacia el éxito a las personas que buscan aprender un oficio, ganar un salario digno y construir un futuro estable. A través de programas de formación como el nuestro, proporcionamos una protección y una estabilidad que los jóvenes no suelen encontrar hoy en día y capacitamos a nuestros miembros para que se conviertan en profesionales altamente calificados listos para asumir los retos de nuestra industria. Por eso, la inversión propuesta por el presidente Biden en el formación creará nuevas oportunidades y garantizará que nuestros miembros sigan estando a la vanguardia de la construcción del futuro de Estados Unidos.

Dejemos esto claro: Apoyo nuestro respaldo porque nuestras prioridades fundamentales han sido las prioridades del presidente Biden en la Casa Blanca, y él las ha cumplido. Primero soy un hombre de sindicato, y es porque valoro tanto a nuestro sindicato que estoy orgulloso de que apoyemos a quienes han apoyado lo que más nos importa.

No podemos dejar que las guerras culturales se interpongan en nuestro camino ni dejarnos influir por quienes pretenden dividirnos. La simple verdad es que la administración Biden ha logrado una disminución récord del desempleo, una inversión histórica en infraestructuras, ha luchado por nuestros programas de formación y se ha asegurado de que el gobierno federal trabaje para los trabajadores.

Depende de nosotros como sindicato generar los cambios que buscamos, desde nuestros lugares de trabajo hasta los niveles más altos de nuestro gobierno federal. Espero que me acompañen para formar parte de ese cambio asistiendo a nuestras reuniones, defendiendo a nuestros miembros en el trabajo y siendo sindicalistas proactivos. Independientemente de las diferencias que podamos compartir, nuestro sindicato siempre es lo primero.



# SOMOS UN SINDICATO FUERTE

# ORGANIZING UPDATE

Director of Organizing Shane Smith

## BUILDING FOR THE FUTURE

### Directors of Organizing Training Program

The IUPAT Organizing Department's primary mission is to support, assist, and advise the District Council organizing departments across the U.S. and Canada. With that in mind, the IUPAT held its inaugural session of the Directors of Organizing Training Program in May. The purpose of this program is to provide our new directors of organizing with the tools they need to be successful while giving them a chance to learn best practices from experienced directors. We're also working to instill a culture of organizing, diversity, equity, and inclusion that aligns with General President Williams' vision, as well as the unorganized workforce we must bring into our union to grow market share.

The training is held over the course of three non-consecutive weeks. The first week covered personal mastery, which was broken down into four parts:

1. Crafting your vision for Success: The Art of Communicating with Unorganized Workers
2. Leading with Labor Values
3. Staff Development: Building a Department Structure
4. The role of the Director of Organizing

Additionally, participants were asked to identify a campaign or project within their District Council for the group to workshop in the second week of training.

The second week will be about organizational change. We will identify the things that must change for us to grow our market share for the betterment of our membership, how to create an organizing culture and discuss the basics of planning successful organizing campaigns.

The final week will drive home our organizing campaigns. We will discuss the tools, tactics and strategies that help us get wins that result in new contractors and better working standards for our members and future members. An important piece of this week is developing programs like Voluntary Activist/Organizing Committees and utilizing CORE Committees to help identify future organizers and assist us with our campaigns. I have said it many times in these articles—the simple fact is that **each one of our members is an organizer who makes an impact on all of our organizing efforts**. Whether it is speaking at a school board meeting, attending a job action, or telling unorganized workers why you are part of a union. These things have more of an impact on our efforts to add new contractors than many people realize.

### Canadian Leadership Series

For decades now, the IUPAT has held a five-week course that new field representatives and organizers attend so that they can learn the history of our union, the structure of our union, their roles in the organization, organizing and labor law, and computer skills. Last year, we held a roundtable at District Council 46 (Toronto, Ontario) with participants from every District Council in Canada to build out a curriculum for a Leadership Series Class that was specifically designed around the labor laws and organizing methods of our Canadian District Councils. The first class in April 2023 hosted 10 participants from across the Canadian region and was taught by Lead Organizer Jason Crowson and General Representative Simon Hazelwood. The first cohort will complete the training in March 2024, and the second session will be launched in April 2024.



General President Jimmy Williams Jr. speaks to participants of the Directors of Organizing Training Program in May.

## Strategic Cities Campaign

Nashville and Denver are two cities that General President Williams selected to run comprehensive campaigns where we combine grassroots organizing and marketing with community coalition building and government affairs work to increase market share in commercial glazing, painting, and drywall finishing. In April and May, District Council 58 (Illinois, Missouri, Kentucky, Tennessee) and District Council 81 (Iowa, Colorado, Illinois, Nebraska, South Dakota, Wyoming) conducted a blitz where General President Williams, under Section 46 of the Constitution, assigned experienced organizers from around the country to assist with organizing efforts. The purpose of these blitzes was to produce organizing leads and meet labor needs for local signatory contractors. Over the course of one week, organizers gathered over 294 worker contacts in Nashville and 350 worker contacts in Denver from across our trades. The Denver team also cold-called over 30

non-union contractors and were able to secure follow-up meetings with four glazing contractors we hope to develop into new IUPAT signatories.



Nashville Organizing Blitz.

**THE MOST IMPORTANT WORD IN THE LANGUAGE OF THE WORKING CLASS IS**

**SOLIDARITY!**

”

**HARRY BRIDGES**



**IUPAT.ORG**

# JUSTICE FOR ALL WORKERS

DISTRICT COUNCIL 51 | MARYLAND, DISTRICT OF COLUMBIA, VIRGINIA

## THE FIGHT FOR WORKERS

District Council 51 is standing in solidarity with workers of WB Waste Solutions, where there's overwhelming support amongst the workers to form a union and secure protections that they are collectively being denied.

DC 51 has created avenues to empower, educate and support the workers who want to exercise their rights, and the DC 51 Organizing department recently assisted WB Waste Solutions employees through an NLRB election. Unfortunately, that election was lost due to intimidating actions from the employer against employees wishing to organize.

There are currently 18 active unfair labor practices filed against WB Waste Solutions, and DC 51 and the workers of WB Waste Solutions remain committed to this effort and are planning for a potential new election in the near future.



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

## CONTRACT VICTORY

In May 2023, members of District Council 81/Professional and Maintenance Employees (PPME) Local Union 2003 in Iowa, successfully ratified a new agreement. The changes, which

include improved hours of work and descriptions, raised monthly comp time, and an increase in longevity pay, will affect Lee County Sheriff's Office deputies and correctional officers.



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

## THE GOOD FIGHT

District Council 77 and allies will continue to rally and highlight the unscrupulous business practices of Specialty Finishes, Inc (SFI). SFI, one of the largest painting contractors in Metro Atlanta, engages in worker misclassification and discrimination.

Last December, DC 77 organizers and representatives from the Teamsters, the International Association of Machinists and Aerospace Workers, the Atlanta Democratic Socialists of America, the Atlanta and North Georgia Building Trades Council, the Georgia Latino Alliance for Human Rights, the Association of Flight Attendants-CWA, Atlanta City Council member Antonio Lewis gathered outside of SFI in Atlanta, Georgia. The message was clear: **All workers deserve dignity, respect, and fairness on the job, and we are not letting up.**



# IUPAT HELPING HAND

Helping Hand Director Chris Scheiblein

As we continue to grow the Helping Hand program, preparation and willingness are the staples to worker well-being and living a healthy lifestyle. Ensuring that each District Council is prepared to assist a member in need is Helping Hand's primary mission.

The essential component for success—and something that sets us apart from other organizations—is having the proper and efficient resources readily available for all IUPAT members and their families. In addition, possessing the personal willingness to ask and receive the desired help is a huge step in the right direction. It doesn't come easily to many, so we need to do our best to remove all barriers so that the call, or inquiry, is a little easier and more comfortable for those looking for support.

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

## DISTRICT COUNCIL 82 HELPING HAND CHAMPION JOHN BURCAW

We all know that construction can be physically and mentally challenging. That's why, in partnership with TEAM Wellness at Work, IUPAT District Council 82's Finishing Trades Institute of the Upper Midwest (FTIUM) pioneered a first-of-its-kind program called the FTIUM Care Team.

The deep-rooted stigma surrounding mental health has proven to be deadly in Minnesota and across North America. The FTIUM Care Team program, spearheaded by Director of Academic Education/Chief Administrative Officer John Burcaw, gives members 24/7 access to life-saving mental health services, substance use counseling, health consultation, and additional critical resources.

The Care Team consists of four diverse, licensed clinicians who are available for all members of DC 82—including students, staff, and seasoned workers—to schedule a private appointment on-site at the training center.

Unions should take care of the whole person, and that is our goal at DC 82 and FTIUM. We train workers for hazards and safety on the job site, and it is time for us to invest in harm reduction and mental health training and education, too. It's our duty as leaders in our industry to also lead the charge in this effort.

In addition to providing services, FTIUM has committed to changing the culture on job sites by equipping workers with the tools to spot warning signs of crisis among their coworkers. The training curriculum at FTIUM includes a four-

If you, a coworker, or a loved one are concerned about something that is causing you stress or mental discomfort, or you feel as though your current situation is unmanageable, help is available. Please find out who your District Council's Champion is, and ask them for advice and who to call for help. You, your family, and your loved ones are worth it!

To learn more about Helping Hand, email me directly at [cscheiblein@iupat.org](mailto:cscheiblein@iupat.org).



Chris Scheiblein



John Burcaw

hour course called Changing the Culture of Construction, which is open to all 3,500 members and takes place after work hours. The coursework gives members tools to develop compassion and empathy, initiate tough conversations that can save lives, and help get each other the health care we need. FTIUM has also taken the message to students and members alike on social media, placing a high priority on promoting critical resources and suicide hotlines to students.

By investing these resources in our students and members, we're reducing the stigma surrounding mental health and strengthening the overall health of our union.

"What makes FTIUM and DC 82 different is that we create spaces for students to be themselves," said Burcaw. "Our instructors mentor each student professionally, but also often personally. It takes guts to speak up about difficult subjects like this, and we're proud that our institution has been able to take a step in the right direction toward changing the culture."



# IUPAT HELPING HAND

The IUPAT Helping Hand offers resources to IUPAT members and families seeking help for substance use disorder and mental health challenges.

Scan the QR code below to learn more or visit [IUPATHelpingHand.com](https://IUPATHelpingHand.com).



# MEMBERS IN ACTION

DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN

## DC 30 MEMBERS WORK ON ICONIC COMMUNITY LANDMARKS

Spring 2023 offered District Council 30 members several opportunities to participate in a variety of community restoration projects. From a historic sculpture restoration to a university track painting to a memorial field, DC 30 members demonstrated we have what it takes to complete highly skilled projects that will be enjoyed for years to come.

On April 27, 2023, DC 30/LU 607 (Rockford, Illinois) members Vicky Grondzki and Brooke Larsen began work on “Symbol,” an iconic 47-foot-tall sculpture that sits along

the Rock River Recreation Path in Rockford. Vicky first joined the union as an apprentice and is now a journey worker and the proud business owner of Painting4U. Brooke is a Painting4U employee and a third-year North Central Illinois Finishing Trades Institute apprentice who graduated in June.

The sculpture, which honors the city’s metal fabrication history, is repainted once every 10 years—a highly anticipated event covered widely by local news outlets.





In Normal, Illinois, DC 30/LU 209 members Steve Pittman and Jeremy Wright painted the Illinois State University mascot on the track at the Redbird Track and Field Complex on April 19, 2023. The complex is used throughout the outdoor season, and the Reggie Redbird mascot painting adds an impressive and exciting dose of school spirit to the track.

Finally, in May 2023, DC 30/LU 1285 (Downers Grove, Illinois) member Larry Czubernat painted a large white star at Sports Core Field in Oak Brook, Illinois. The star was added in preparation for a "Healing Field" event, where

thousands of American flags are posted to honor our nation's heroes. This year's poignant display coincided with Memorial Day and was sponsored by True Patriots Care. The community was invited to visit the patriotic display, walk with the posted flags, and donate to the important effort.

"Our members are deeply invested in their local communities," said DC 30 Business Manager/Secretary-Treasurer Ryan Anderson. "So, when historic opportunities like these come along, they are beyond proud to leave their mark."



Executive Director Anton Ruesing

## THE INTERNATIONAL FINISHING TRADES INSTITUTE

International Union of Painters and Allied Trades instructors across the United States and Canada apply the most up-to-date classroom curriculum and hands-on training for our crafts and safety. Apprentices and journey workers alike are held to the highest standards in training.

The same is also true for our instructors. The International Finishing Trades Institute offers classes to our instructors to make them the best educators and trainers they can be. The iFTI also goes beyond the classroom to assist our instructors in applying the skills they learn from the iFTI.

### Teaching Techniques for Adults

On March 31, 2023, at the iFTI in Hanover, Maryland, the latest cohort of our instructor training program finished their second class, Teaching Techniques for Adults. Under the guidance of Dr. Mark Johnson and Michelle Sawyer, the instructors learned the best instructional practices and prepared and presented engaging training presentations that they will be able to incorporate into their own trade specific training.

### District Council 3 Instructor Evaluations

The iFTI visited District Council 3 near Kansas City, Missouri, in February to observe iFTI-trained instructors in their home training center. DC 3 Director of Training Chad Dalton and three trade instructors welcomed the visit to their classrooms and taught apprentices, journeypersons, and even a few pre-apprentices in topics related to industrial coatings, drywall finishing, and glazier topics such as storefront and rigging, and hoisting. There were also plenty of opportunities to observe students and instructors working together during hands-on training with apprentices in their newly acquired blast booth while another instructor was with a group of glazing students learning how to operate suspended scaffolding in a safe environment before moving operations to a job site.

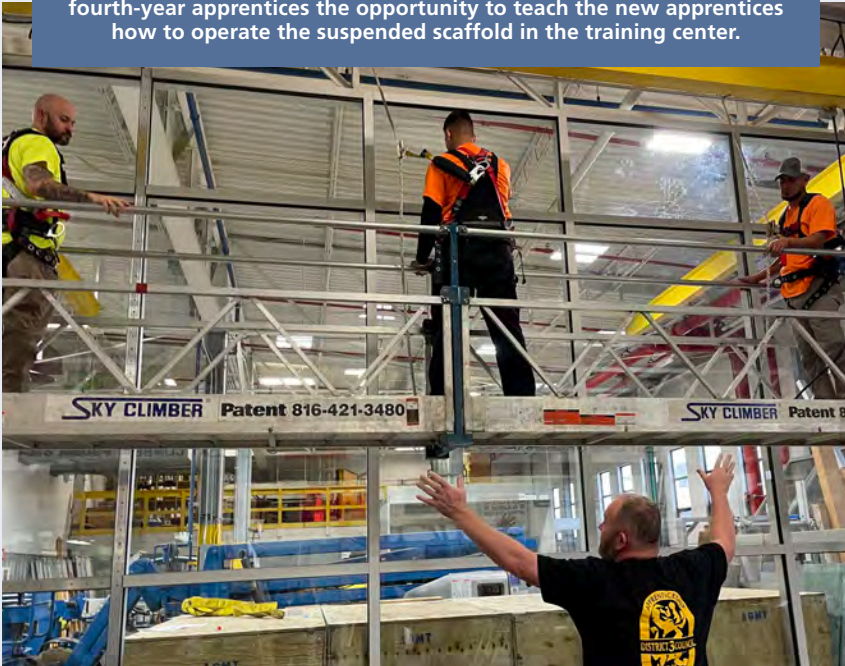
The purpose of the instructor evaluations is to support iFTI instructors in all aspects of their teaching and to ensure consistency in trade-specific training delivery across the IUPAT District Council training centers. While all instructors receive train-the-trainer instruction at the iFTI prior to teaching in their local training center, it is not the expectation to create a cookie-cutter environment. Each instructor is evaluated not only to ensure that the learning objectives are adequately carried out in the lessons but also that the instructor's own personality and experiences add to a variety of teaching methods used.

This includes using the Learning Management System (LMS), demonstrating skills and tools, and using open-ended questions, among other techniques. Instructors are encouraged to display their own personal touch in their presentation skills and instructor-student interactions. Student behaviors are also observed to gain an overall perspective of the instructor's expertise, enthusiasm, professionalism, and overall effectiveness in the delivery of the materials.





DC 3 Glazing Instructor Ron Ballenger works with a group of glazing apprentices to cut glass and measure frames. Ballenger also gave his fourth-year apprentices the opportunity to teach the new apprentices how to operate the suspended scaffold in the training center.



At the end of the lesson, the iFTI evaluator meets with each instructor to discuss the observations. This creates an opportunity for open dialogue regarding the evaluation and to discuss any enhancement or continuing education opportunities for the instructor. This also allows the instructor to share his or her own concerns and points of pride.

### National Glazing Infrastructure and Workforce Development Forum

The iFTI Campus hosted the National Glazing Infrastructure and Workforce Development Forum on March 29, 2023. With over 150 attendees and exhibitors, the show was met with great success.

Panels and speakers delivered presentations on funding and work opportunities and led workforce development and green technologies conversations.

Presenters also offered guidance on how to generate and secure new work opportunities under the Infrastructure Investment and Jobs Act.



# SUMMER IS HERE – BE PREPARED TO WORK IN THE HEAT

## HEAT EXHAUSTION

Heat exhaustion is a heat related illness caused by water or salt loss due to high heat or strenuous physical activity.

Signs and symptoms of heat exhaustion include:

-  Profuse sweating, Pale and cool skin
-  Headache
-  Muscle or abdominal cramps  
Weakness/fatigue
-  Decreased and dark-colored urine,  
*(a sign of dehydration)*
-  Risk of fainting,  
Dizziness/lightheadedness
-  Rapid heartbeat  
*(even without physical activity)*
-  Mood changes  
*(irritable, confused/can't think straight)*
-  Feeling sick to your stomach,  
vomiting, diarrhea
-  Dilated pupils



### TREATMENT FOR HEAT EXHAUSTION

If you or someone you know is showing signs of heat exhaustion immediately stop work and get out of the heat and rest in an air-conditioned area if possible, if not to a cool, dry shady place and:

-  Replace fluids with water or sports drinks; avoid caffeine and alcohol
-  Remove unnecessary clothing, Use cooling methods such as fans, ice packs, cool showers or baths
-  Apply ice packs if available to armpits, groin, neck and back. Get plenty of rest - a quick return to work may significantly increase health and safety risks
-  If such measures fail to give relief in 15 minutes seek emergency medical help because heat exhaustion can lead to heat stroke which can be fatal.



## HEATSTROKE

Heatstroke is a severe heat related illness that occurs when the body's temperature regulating ability shuts down and the body's core temperature rises above 104°F/40°C. It can result from exposure to high heat environments and strenuous physical activity and can lead to permanent disability, brain damage or death.

The signs and symptoms of heatstroke include:

-  Lack of sweating despite heat
-  Rapid pulse that may be strong or weak
-  Rapid, shallow breathing
-  Red, hot and dry skin
-  Throbbing headache, Dizziness/lightheadedness  
Behavioral changes *(confusion, disorientation)*
-  Small pupils
-  Nausea and vomiting, Cramps, Weakness
-  Seizures, Fainting



### TREATMENT FOR HEATSTROKE

Heat stroke is an extreme medical emergency! If you notice any of the signs of heat stroke in yourself or others, call 911 immediately for an ambulance. The steps you do while the ambulance is on the way can save a person's life. Initiate first aid if you are certified to do so and:

-  Get additional people to help if able, Move the person to an air-conditioned area if possible, if not to a cool, dry shady place
-  Remove unnecessary clothing, If conscious, try replacing fluids with water or sports drinks, Do NOT give liquids to an unconscious person
-  Skin should be wetted/cooled and increase air circulation around the body to aid in body cooling *(use any cool water source available)*
-  Apply ice packs if available to armpits, groin, neck and back
-  Stay with the person until the ambulance arrives



# PUBLIC EMPLOYEES CRAFT COMMITTEE

DISTRICT COUNCIL 36 | SOUTHERN CALIFORNIA, ARIZONA, NEW MEXICO

## A WIN FOR THE LOS ANGELES UNIFIED SCHOOL DISTRICT

District Council 36/Local Union 1991 members of the Los Angeles Unified School District recently negotiated a magnificent contract that includes two separate bonuses and pay increases equivalent to 26 percent over six years.

DC 36/LU 1991 represents public sector union painters, glaziers, and floor covering installers working in the city, county, school districts, community colleges, and Housing Authority of Los Angeles. The settlement was years in the making and came after a three-day strike by thousands of SEIU workers and teachers. It was one of the largest rallies in Los Angeles history, and LU 1991 was there to provide support.

The ratification meeting was attended by the largest group of members gathered at a Building Trades Council meeting in recent memory. A total of 314 members turned out to vote, and the tentative agreement was approved by 98.7 percent.

This is yet another strong example of what we can accomplish when we unite and remain steadfast in our mission to obtain good working conditions for our members. Congratulations to all!



# COMMUNITY INVESTMENT

DISTRICT COUNCIL 4 | WESTERN NEW YORK

## DC 4 COMMUNITY DAY OF ACTION

May 6, 2023, marked District Council 4's eighth annual Community Day of Action, an event in which they give back to their local communities. This year, members from DC 4 focused on revitalizing the Saint Francis House of Hope in Hamburg, New York, and the Children's Home of Wyoming Conference in Binghamton, New York.

Volunteers repaired drywall and patchwork at the Saint Francis House of Hope and painted the gymnasium, office, and hallway walls at the Children's Home of Wyoming Conference.

We would like to extend our appreciation to Chief Facilities Officer Dan Thomas and Binghamton City Council Chair Phil Strawn for facilitating the Children's Home of Wyoming



Conference event and The Paint Pot in East Aurora for supplying the paint.

Thank you to the volunteers from the Finishing Trades Institute of Central and Western New York for making this another successful Community Day of Action!



DC 4 Community Day of Action Volunteers (listed alphabetically) Keith Barkan, Noah Berg, Martin Buchinski, Matthew Clark, Donald Meyers, Gerald Michie, Josh Osterhout, Josh Peterman, Dave Peterson, Petro Schur, Adam Spinelli, Frank Stento, Jonathan Vaccaro, Tony Vidal.



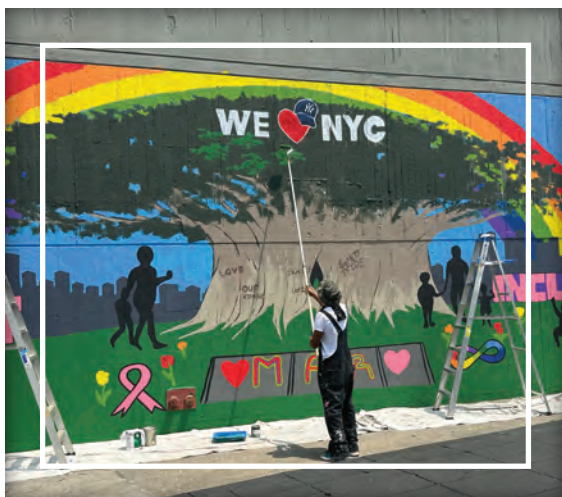
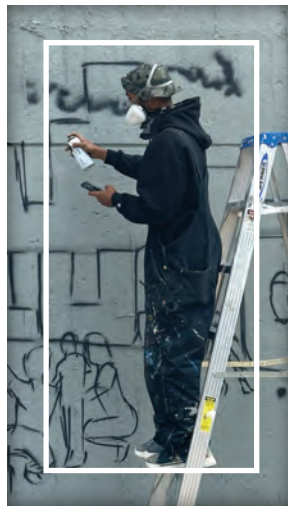


## DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

### DC 9 APPRENTICES TRAIN ON COMMUNITY MURAL IN THE BRONX

District Council 9 and the Finishing Trades Institute of New York recently partnered with GenEquality and the Morrisania Air Rights Tenant Association to paint a two-story tall mural at Morrisania Air Rights Houses (MAR) in the Bronx. The effort was part of the WE♥NYC civic action campaign. Additional partners included local elected officials, the Public Housing Community Fund, and the Partnership for New York City.

As part of training, DC 9 apprentices were given the opportunity to train on the mural and will also work on numerous other community projects throughout their apprenticeship.



The Morrisania Air Rights Houses (MAR) mural visualizes the values the MAR community stands for and expresses their love for NYC.

# COMMUNITY INVESTMENT

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

## DC 21 APPRENTICES GIVE FOOD PANTRY A FLOORING MAKEOVER

Earlier this year, Atlantic City Mayor Marty Small reached out to District Council 21 for help installing a protective coating on the hardwood floors of Sister Jean's Pantry & Kitchen in Atlantic City.

The pantry recently received a grant to buy movable freezers to store more food for the families it helps throughout the region. Soon after, the Board of Health determined that a protective coating would be needed on the hardwood to safeguard against potential health hazards from defrosted food. Over the course of two days, 10 industrial paint apprentices from the Finishing Trades Institute of the Mid-Atlantic Region (FTI-MAR) location in Springfield, New Jersey, donated their time and valuable skills to complete the project.



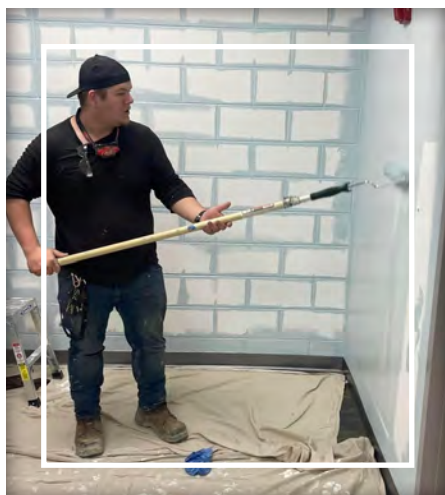
"DC 21 provides ladders of opportunity for local working families," said DC 21 President Bill Kresz. "As our union expands into the region with the opening of our new training facility in Atlantic City, we're proud to show our investment in the community. We're not just training local residents for great careers and building critical infrastructure projects—we're helping all community members thrive."



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

## APPRENTICES PAINT A CALM ROOM

Apprentices from District Council 77/Local Union 226 (Chattanooga, Tennessee) and Local Union 437 (Knoxville, Tennessee) recently painted a calm room at the Chattanooga School for Liberal Arts in partnership with the United Way of Greater Chattanooga. We are proud to see them utilize the skills that they have acquired to positively impact their community.



# SERVICING UPDATE

International Servicing Director Mark Komaromi

## WHAT IT MEANS TO BE UNION

As new mega projects continue to break ground throughout the United States and Canada, there is an increased need for the skilled crafts of the IUPAT on those job sites. Our union will need to grow to meet the demands and will have to look into other ways and means to accomplish this goal. We will need to think outside the box when recruiting new members, especially apprentices, to ensure our future. They will need strong guidance and an understanding of what our union is and how it can improve their lives and the lives of their families. They will receive new member orientation, but it will take more than that to strengthen the workforce of this union. You play a crucial role in their growth and development. Your mentorship is crucial to our continued growth and success.

We'll need to look outside the typical places, reach out to our community partners and build strong relationships. We will need to change our culture in many ways. Our business representatives will need to educate our current members on the job. Seasoned mentors from our rank-and-file can assist by showing new members the tricks of the trade and how the union works. We want future generations of the IUPAT to carry on the knowledge held by those before them and continue to uphold the best quality craftsmanship for our union and contractors.

I was lucky to have had several mentors when I started in Glaziers Local Union 1274 (Bridgeport, Connecticut), including my two siblings, Mike and Wayne Komaromi, and union brothers Steve Kekac, Frank Janik, Dave Pomianowski, and Pete Ugosoli. Although we had a friendly and playful relationship with the occasional prank, they also guided me and many of our brothers and sisters. They taught us **their** tricks of the trade and how to give that honest 8 for 8 hours pay. They made sure we knew what the next step was, where we needed to be, and how to lift a piece of glass or flop a sheet on a table. They showed us how a steward documented day-to-day activities and how important it

was to attend union meetings. They instilled that it was our Local Union, and we were all responsible for taking new members under our wing, training them, and making them better members and unionists. They helped us build a sense of pride in our union, and the bond was solid. Our union brothers and sisters would lend a helping hand not only at work but in our personal lives by assisting with the building of a deck, fence, or skylight or helping hang sheetrock at one of our homes. This showed us the true meaning of community, family, and being part of a union. We must work together to bring this back.

We also had our share of disgruntled members who complained about the union. Thanks to honest and constructive conversation, we always worked through our differences, and they are still here all these years later. Now more than ever, we must bond and work together to change our culture and make sure we always have each other's back. Let's lend a helping hand and mentor our brothers and sisters to help them be the best in their trade. Let's get them involved in our Local Union meetings and become a true family.

My fellow members, I challenge each and every one of you to be a leader and mentor. Assist your union brothers and sisters no matter their cultural background—change the culture. Step up and be that unforgettable mentor in a new member's career. Attend your Local Union meetings to understand what's going on locally, and don't rely on second-hand information from someone that doesn't attend. If you're a business representative, get out and educate all of our members on a daily basis. We all play a crucial role in the growth and success of our membership.

**UNION  
STRONG**



# CANADA'S BUILDING TRADES UNIONS 2023 CONFERENCE

From May 8-10, 2023, IUPAT leadership attended the Canada's Building Trades Unions (CBTU) 2023 Conference in Gatineau, Quebec. IUPAT General Vice President Robert Kucheran, who is Chairman of the Executive Board of the CBTU, was among the attendees. The theme of the conference was Building Jobs for Tomorrow and included CBTU's Annual Distinction Awards and several workshops focused on projects in both the hydrogen and carbon capture sectors.

Former Canadian Broadcasting Corporation news anchor Peter Mansbridge gave the keynote address. Plenary speeches included addresses from leaders in government, unions, industry, and business. Speakers focused on developing a skilled trades workforce to work in a net-zero economy and increasing opportunities for disadvantaged workers in the construction industry.

IUPAT General President Jimmy Williams, Jr. and GVP Kucheran had the opportunity to meet with leaders of the Liberal and Conservative parties.



**CBTU**  
CANADA'S BUILDING  
TRADES UNIONS

L to R: IUPAT General Vice President and CBTU Chairman of the Executive Board Robert Kucheran, Canadian Prime Minister Justin Trudeau, and General President Jimmy Williams Jr.



IUPAT General Vice President and CBTU Chairman of the Executive Board Robert Kucheran.



# FEATURE: POLITICS IS ABOUT POWER

The union is involved in politics because employers are involved in politics. If bad contractors choose politicians without anyone to balance them, they will choose politicians who will lower our pay, weaken our pension and reduce our benefits. When our union decides on political endorsements, we ask, “Who will create jobs in our industries? Who will make sure those jobs pay high wages and have good benefits? Who will hold bad contractors accountable? Who will strengthen our pensions?”

**In the 2024 presidential election, the answer to those questions is clear: Joe Biden and Kamala Harris.**

Like the country, our union has members from every state and every walk of life, and we represent every political opinion under the sun. The job of our union is to evaluate candidates on these very particular sets of questions—who is going to create a future in which our economic security is strongest? We’ve done the research, and here is what we’ve found:

**Joe Biden’s Bipartisan Infrastructure Deal is creating hundreds of thousands of jobs in the construction industry.** He fought for a trillion dollars to repair crumbling roads, bridges, and transport systems, to build new green energy infrastructure, and to build and expand our ports and airports. This matters because it will mean 300,000 construction jobs in the United States every year for the next decade.



**President Biden mandated Project Labor Agreements on all major federal government projects.** These agreements ensure that the contractors who use our tax dollars to build public infrastructure and buildings will have to pay workers good wages and provide safe working conditions.



For decades, the **Registered Apprenticeship Program** has made our union strong by allowing us to train generations of highly skilled, highly qualified workers in our trades. The last administration attempted to undo this by allowing employers to run their own apprenticeship programs—which would create a race to the bottom. President Biden ended the employer-run program and invested \$100 million to strengthen and expand registered apprenticeships.



Unions like ours are the only way to put a check on the power of out-of-control employers. For decades, the union movement has been shrinking—in 1960, 31 percent of private sector workers were in a union; today, only 6 percent of us are. That didn’t happen by coincidence. Bad contractors and employers spent decades funding politicians to weaken our laws to make it easier for employers to bust unions. **President Biden has been a champion of the Protecting the Right to Organize (PRO) Act.** The PRO Act will eliminate so-called right-to-work laws, hold corporate executives financially accountable when they break the law, and make it easier for workers to unionize and reach a contract with their employers.



The National Labor Relations Board (NLRB) is the top cop of American labor law. After inheriting an NLRB that was dominated by corporate-aligned members for the first time in its history, **President Biden evened the playing field for workers by appointing labor attorney Jennifer Abruzzo to serve as NLRB General Counsel.** Biden’s NLRB has brought justice to workers who have been illegally retaliated against by employers, including IUPAT-affiliated workers at Tito Contractors, who received \$250,000 in back pay due to an NLRB ruling.



A few months ago, we shared a survey with our union through our email list about the issues that matter to all of us. We asked about various policies that are important for a politician to support. More than 1,300 people filled out the survey, and here's how they responded:

- **84 percent** are in favor of protecting our rights to form a union and negotiate together.
- **82 percent** want to protect prevailing wage.
- **74 percent** support labor law reform to hold bad employers accountable.
- **67 percent** agree with investing federal funds in infrastructure projects to create construction jobs.

The Biden-Harris Administration has fought for us on all of these things since taking office. We believe they will continue to deliver results for us in a second term.

**As a union, we are strongest when we speak with one voice. Please join your union family in supporting Joe Biden and Kamala Harris for a second term in 2024.**



**IUPAT**  
**FOR**  
**BIDEN**  
**HARRIS**  
**2024**

# DISTRICT COUNCIL SPOTLIGHT



DC 46 BM/ST Bruno Mandic

DISTRICT COUNCIL 46 | ONTARIO, CANADA

## AN INTERVIEW WITH DC 46 BM/ST BRUNO MANDIC

### Introduce yourself and some of your key staff.

My name is Bruno Mandic, and I am the Business Manager/Secretary-Treasurer of District Council 46.

I immigrated to Canada in 1988. Although I had completed a university degree in Croatia, that degree did not help me find employment in the Toronto area, where I settled. So, I began working as a drywall finisher, although I had never seen drywall before in my life. Being a new immigrant, I was taken advantage of by certain contractors. To protect myself, I joined the IUPAT. I worked many hours as a pieceworker and found I was able to make a good living. I became involved in Local Union 1891, attending monthly meetings and volunteering on various committees. In 2001, I became a Business Representative for DC 46 and held positions like Political Director and trustee on Health and Welfare/Pension/Vacation Pay Funds. In 2016, I was elected as the President of DC 46 and then Business Manager/Secretary-Treasurer. With that, I also became a trustee of the Training Centre's Funds.

I have been blessed to work with a knowledgeable and enthusiastic staff. I am proud to introduce my Political Director, Ivan Dawns; my Director of Organizing, Franco Santeramo; my Director of Servicing, Armindo Correia; and my Director of Training, Antonella Di Caro. As we are a large District Council, we have several elected representatives who oversee different trades: Raymond Preston (LU 1819—Glaziers), Edgar Pacheco (LU 200—Mixed), Nelson Garbett (LU 557—Paint), and Armindo Correia (LU 1891—Mixed).

Our in-house lawyer, Thomas Black, has been invaluable, not only in his position as Collection Control Officer but in providing more general sage legal counsel. Finally, my right

hand and Operations Manager, Sonia Krawec, keeps all of DC 46 in line (including me). Together with the rest of the supporting staff, particularly Nicole Andrade and Veronica Commito, and the Business Representatives, we do our best to serve our members.



L to R: District Council 46 staff and members at a recent Caribana Toronto music festival. L to R: LU 557 Business Representative Nelson Garbett, LU 1891 Business Representative Nelson Cidade, Vesna Gradiski (spouse), LU 1891 Business Representative Zelko Gradiski, LU 1891 retiree Leacroft Wood, LU 1819 Business Representative Raymond Preston, DC 46 Political Director Ivan Dawns, and Local 1891 member Paul Igwe.

### What areas are covered by your District Council, and how many members does it represent?

DC 46 covers the entire province of Ontario, which is the most populous province in Canada, with a population of over 15 million people. Ontario covers an area of over 1 million sq. Kms. THAT'S BIG!

We represent about 9,600 members across Ontario.

### What trades does your District Council represent?

DC 46 originally began with commercial painters (LU 557). Over the years, we have expanded and now represent commercial, industrial, and residential painters, drywall finishers, fire stoppers, glaziers and metal technicians, hazardous materials, polyurethane spray foam, and sign writers/industrial units.





DC 46/LU 557 (Toronto) painters working on the big addition to the Peel Manor Long Term Care Centre in Brampton. L to R: Andreia Ganhadeiro, Lynn Mioducki, and Diana Andrade.

### What are some large projects or campaigns you are currently working on?

DC 46 won the General President's Achievement Award for Organizing at the IUPAT General Conventions in 2004 and 2009. **We continue to look for opportunities to organize.** Over the past year, our focus has been on organizing residential paint in the Ottawa area. So far, under Director of Organizing Franco Santeramo, and with assistance from the International Union, we have organized over 30 companies. We are currently in the process of bargaining to reach their first collective agreement.

**I am proud that DC 46 continues to grow.** We are now moving toward further organizing the glass industry in the Greater Toronto Area (GTA).

We also recently started a training program for wallpaper hangers at the Toronto Training Centre.

### What project(s) or campaign(s) are you most proud of?

I feel privileged to live in Canada, where with hard work and a little luck, one can lead a comfortable life.

I came from a communist country and was astounded that I could actually walk into the Parliament buildings in Ottawa. I began to understand the meaning of democracy. That ordinary people have the right to change government. I enjoyed my role as Political Director. During that time, we at DC 46 were able to change several Ontario Labour laws in our favour.

Ontario is a multicultural society, particularly in its urban centres. This diversity is reflected in our membership and staff. In March 2023, the Hamilton Chamber of Commerce honoured us with the **Accessibility Award** for supporting the creation of inclusive, diverse, equitable, and accessible workplaces. In May 2023, we received the **Leading on Diversity Award—Union** from the Toronto Community Benefits Network. I am proud of DC 46's recognition as an industry leader, and we will continue to strive to make better and safer workplaces for all of our members.

It has also been extremely important to me that DC 46 contribute to projects that better our communities. Over the decades, our organization has provided both financial and volunteer worker power support to numerous community initiatives, large and small, including youth outreach, veterans, hospitals, medical research, community centres, hospice, homeless shelters, Habitat for Humanity, senior citizens' homes, places of worship and children's sports teams. Perhaps one of the projects dearest to my heart has been the LUSO Canadian Charitable Society, which supports



DC 46 members volunteer at the LUSO Centre in Toronto.



DC 46 membership picnic.

young adults with physical and cognitive challenges. DC 46 helped build its first, second, and third centres in Ontario, and will continue to support this worthy cause. I also wish to acknowledge the amazing work of Political Director Ivan Dawns, who is personally involved in many charitable actions, both in the GTA and his homeland of Jamaica. For example, he and fellow Business Representative, Kristi Slade, partnered with the Back Door Mission in Oshawa to provide a Christmas Day banquet to 300 homeless people.

**Is there anything else you would like us to know about your District Council?**

To help foster camaraderie, DC 46 has for many years organized a picnic for members and their families residing in the GTA. We will be holding our second dinner this fall for GTA retirees. Outside Local Unions, far from the GTA, are able to organize their own social events as well.

At DC 46, we encourage youth to pursue post-secondary education. As such, children or grandchildren of our



DC 46 gala for retirees.

members are eligible for several scholarships provided annually by the District Council.

**What advice would you give to future leaders?**

**BE ACCESSIBLE TO YOUR MEMBERS.** After all, we are family.

Work to nurture a collaborative rather than adversarial relationship with your contractors/associations. We need each other to prosper.

**WORK HARD! LEAD BY EXAMPLE!** How can you expect someone to do more than you are willing to do?

**LISTEN!** Listen to your members. Listen to your staff. Listen to your contractors/associations. Everyone has their own lived experience. Listen to what is important to each individual. Listen to their ideas/suggestions. In the end, this will help you gain a greater perspective. Do not be rash; do your due diligence. Ultimately make your own decision based on what you have learned.



DC 46 members at a Toronto Labour Day parade.



DC 46 members on a project for The Well in Toronto.

**2/3** OF US WORKERS

**COVERED BY A  
UNION CONTRACT**

*are*  
**women**  
&  
**people**  
*of* **color**



**IUPAT.ORG**

# MEMBER SPOTLIGHT

## DISTRICT COUNCIL 1M | MICHIGAN

### BRIAN MARTINDALE

District Council 1M/Local Union 2352

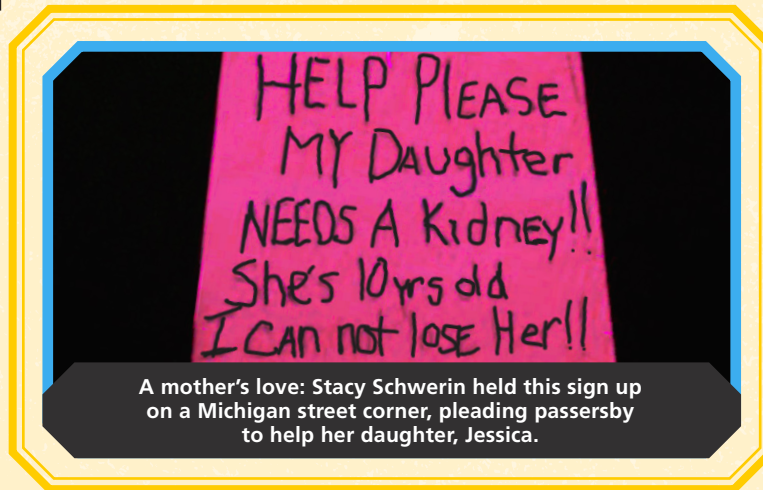
Brian Martindale, a District Council 1M/Local Union 2352 painter out of Detroit, Michigan, is the embodiment of the phrase “something bigger than yourself.” In 2013, he donated one of his kidneys to a young woman in need of a lifesaving transplant.

This story began for Martindale in late 2012 when he read a story about a mother who was holding a handmade sign on a prominent street corner in Bay City, Michigan, pleading with passersby for help in finding her daughter a kidney. Her 10-year-old daughter, Jessica Schwerin, was in Stage IV renal failure. Jessica was not only in critical need of a kidney but also dialysis until she found a donor that matched.

Martindale felt compelled to take action and quickly reached out to the University of Michigan Transplant Center to find out how he could help. Soon after, he not only tested as a suitable donor but as a perfect one in a 100,000 match. Just a few months later, the surgeries were scheduled at C.S. Mott Children’s Hospital in Ann Arbor, Michigan. Martindale recalls being wheeled into Jessica’s room two days after their surgeries and seeing a pink-cheeked, healthy-looking child where a once “ghostly white” child lay. “She wasn’t pale anymore, and she was smiling in her sleep.”

This selfless act not only had a significant impact on Jessica and her family but on Martindale as well. It led him to become a peer mentor to kidney donors for the University Of Michigan Transplant Center in 2016. Soon after, he also became an advocate for those in need of a lifesaving transplant, including adult friends of his. In 2022, upon learning how many young people are in need of a kidney transplant, his focus shifted to children.

With more than 1,000 children under the age of 18 waiting for a donated kidney and nearly 10,000 children and adolescents in the United States living with end-stage renal disease, Martindale wanted to do more. He has spoken for Donate Life and The National Kidney Foundation; and has appeared on CBS, NBC, Fox, and ABC affiliates. In May 2022, he started the 501(c)(3) non-profit organization Kidneys for Kids, whose mission is to provide assistance to families with



a child who has kidney disease or needs a kidney transplant. Kidneys For Kids will reimburse families for costs associated with their child’s kidney treatment, prescriptions, special foods, therapies, or transplant costs which are not covered by insurance (lodging, meals, transportation). Jessica Schwerin is the Board of Directors Secretary for the charity.

In June 2023, Brother Martindale embarked upon a nationwide journey to advocate for and help families of children in need of a kidney transplant and set up interviews with local television stations. He hopes to recruit 100 adult kidney donors for 100 children.

This inspiring story warms our hearts. We could not be more thrilled to hear that Jessica and Brian are thriving 10 years after the transplant and to watch the lifesaving advocacy work that they are doing through Kidneys for Kids.

To learn more or donate to Kidneys for Kids, please visit [www.KforK.org](http://www.KforK.org).



# REPORT OF THE **AUDIT COMMITTEE**

## **JANUARY 1, 2022 TO DECEMBER 31, 2022** **INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES**

In accordance with Section 23 of the Constitution of the International Union of Painters and Allied Trades, the Audit Committee convened on April 27, 2023 for the purpose of auditing the accounts of the International Union for the year ended December 31, 2022. The Committee members were duly appointed and consisted of Michael Uylaki, District Council 14/Local Union 265; Bernard Snyder, District Council 21/Local Union 2011; Claude Robichaud, District Council 39/Local Union 1151.

The General Executive Board engaged the services of the independent certified public accounting firm of Novak Francella LLC, to act in conjunction with the Audit Committee. The Committee reviewed the consolidated financial statements of the International Union for the year ended December 31, 2022, including the detail of assets, liabilities, revenue and expenses. The Committee concludes that the transactions undertaken by the International Union were in accordance with established policies and the Constitution.

The Committee had access to all of the International Union's records including bank statements, investment custody reports, receipts and disbursements. The Committee noted that a strong internal control system was in place for safeguarding the assets of the International Union.

General Fund operating revenue exceeded expenses during 2022. The total assets of the International Union were \$98.4 million at December 31, 2022. We continue to see the savings that were planned from increased efficiencies and cost controls. More importantly, services have been expanded. A total of \$54.3 million was spent this year for the benefit and advancement of our members and affiliates.

During 2022, the Organizing Fund expended \$9.2 million in a targeted manner to support areas where organizing efforts are most needed.

The Committee noted that investment markets performed poorly in 2022, but the International Union's conservative philosophy in investing assets helped to mitigate investment losses.

Operating Funds cash and investments at December 31, 2022, were \$45.2 million. The Committee was informed that the IUPAT strives to maintain cash and investments reserves at 12 months, as recommended by our independent accountants. At the end of 2022, the reserves were 11.2 months.

Approved in 2021, and in accordance with Section 18(a) of the Constitution, the IUPAT began earning administrative dues at the rate of \$0.05 for every hour worked in June 2020. It was noted that the administrative dues rate increased to \$0.10 for every hour worked beginning in June 2022. Administrative dues earned in 2022 totaled \$5.8 million. This amount will increase as hours worked throughout the membership increase.

The financial condition of our International Union is sound. We noted that the General Executive Board has worked to minimize the operating costs and maximize the investment performance. These actions have provided, at the lowest cost to members, the financial strength and stability that is reflected in our net assets.

We have found the accounts to be maintained in a careful and systematic manner. The independent auditor has provided an unmodified opinion on the consolidated financial statements. We, the Members of the Audit Committee, are in agreement as to the International Union's financial status for the year ended December 31, 2022.

MEMBERS OF THE AUDIT COMMITTEE - April 28, 2023:

Michael Uylaki | District Council 14/Local Union 265

Bernard Snyder | District Council 21/Local Union 2011

Claude Robichaud | District Council 39/Local Union 1151

*Working in conjunction with the Audit Committee:*

NOVAK FRANCELLA LLC | Certified Public Accountants

By: Steven J. Mazur, CPA

Sworn to and subscribed before me this 28th day of April, 2023.

**Novak** | **Francella**  
LLC | CERTIFIED PUBLIC ACCOUNTANTS



The 2023 Audit Committee, L to R: Steve Mazur (CPA, Novak Francella), General Secretary-Treasurer Gregg Smith, Bernard Snyder (DC 21/LU 2011), Michael Uylaki (DC 14/LU 265), and Claude Robichaud (DC 39/LU 1151).

## INDEPENDENT AUDITOR'S REPORT

### Members of the General Executive Board International Union of Painters and Allied Trades

#### Opinion

We have audited the consolidated financial statements of the International Union of Painters and Allied Trades (the International Union), which comprise the consolidated statement of financial position as of December 31, 2022, and the related consolidated statements of activities and cash flows for the year then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the International Union of Painters and Allied Trades as of December 31, 2022, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

#### Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of the International Union and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

#### Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

**Bala Cynwyd, Pennsylvania**  
**May 1, 2023**

## CONSOLIDATED IUPAT STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2022

Assets	General Fund	Organizing Fund	Building Fund	Total Operating Funds	Convention Fund	Disaster Relief Fund
Cash and cash equivalents	\$ 7,984,490	\$ 564,551	\$ 438,078	\$ 8,987,119	\$ 113,008	\$ 987,287
Accrued interest receivable	125,820	14,716	17,958	158,494	20,398	-
Per capita receivable	4,939,277	-	-	4,939,277	-	-
International admin dues receivable	1,798,513	-	-	1,798,513	-	-
Due from related funds	109,179	-	191,798	300,977	-	160
Due from U.S. Government	1,253,428	-	-	1,253,428	-	-
Other receivable	161,455	-	-	161,455	-	100
Intrafunds receivable (payable)	(1,739,487)	1,204,299	(10,428,664)	(10,963,852)	244,336	2,185
Prepaid expenses	486,334	-	-	486,334	101,800	-
Loan to affiliate	1,124,201	-	-	1,124,201	-	-
Investments	29,617,528	2,873,464	3,749,731	36,240,723	4,247,708	-
Property and equipment, net	790,958	-	12,588,012	13,378,970	-	-
<b>Total assets</b>	<b>\$ 46,651,696</b>	<b>\$ 4,657,030</b>	<b>\$ 6,556,913</b>	<b>\$ 57,865,639</b>	<b>\$ 4,727,250</b>	<b>\$ 989,732</b>
<b>Liabilities and Net Assets</b>						
<b>Liabilities</b>						
Accounts payable and accrued expenses	\$ 1,548,628	\$ 43,574	\$ 132,570	\$ 1,724,772	\$ 1,601	-
Accrued postretirement benefit	1,354,652	-	-	1,354,652	-	-
Due to related funds	51,054	-	-	51,054	-	-
<b>Total liabilities</b>	<b>2,954,334</b>	<b>43,574</b>	<b>132,570</b>	<b>3,130,478</b>	<b>1,601</b>	<b>-</b>
<b>Net assets</b>						
Without donor restrictions	43,697,362	4,613,456	6,424,343	54,735,161	4,725,649	989,732
With donor restrictions	-	-	-	-	-	-
<b>Total net assets</b>	<b>43,697,362</b>	<b>4,613,456</b>	<b>6,424,343</b>	<b>54,735,161</b>	<b>4,725,649</b>	<b>989,732</b>
<b>Total liabilities and net assets</b>	<b>\$ 46,651,696</b>	<b>\$ 4,657,030</b>	<b>\$ 6,556,913</b>	<b>\$ 57,865,639</b>	<b>\$ 4,727,250</b>	<b>\$ 989,732</b>



Death Benefit Fund	Accidental Death Fund	Issues Campaigns	IUPAT		PAT		Total
			Without Donor Restriction	Without Donor Restriction	Without Donor Restriction	With Donor Restriction	
\$ 1,088,300	\$ 444,598	\$ 238,022	\$ 11,858,334	\$ 688,416	\$ 3,367,567	\$ 15,914,317	
36,038	-	-	214,930	-	-	214,930	
-	-	-	4,939,277	-	-	4,939,277	
-	-	-	1,798,513	-	-	1,798,513	
-	-	-	301,137	4,455	-	305,592	
-	-	-	1,253,428	-	-	1,253,428	
-	-	-	161,555	-	-	161,555	
10,709,092	8,239	-	-	-	-	-	
-	-	-	588,134	-	-	588,134	
-	-	-	1,124,201	-	-	1,124,201	
18,272,944	-	-	58,761,375	-	-	58,761,375	
-	-	-	13,378,970	-	-	13,378,970	
<u>\$ 30,106,374</u>	<u>\$ 452,837</u>	<u>\$ 238,022</u>	<u>\$ 94,379,854</u>	<u>\$ 692,871</u>	<u>\$ 3,367,567</u>	<u>\$ 98,440,292</u>	
\$ 120,358	\$ 10,000	-	\$ 1,856,731	-	-	\$ 1,856,731	
-	-	-	1,354,652	-	-	1,354,652	
-	-	-	51,054	7,486	-	58,540	
<u>120,358</u>	<u>10,000</u>	<u>-</u>	<u>3,262,437</u>	<u>7,486</u>	<u>-</u>	<u>3,269,923</u>	
29,986,016	442,837	238,022	91,117,417	685,385	-	91,802,802	
-	-	-	-	-	3,367,567	3,367,567	
<u>29,986,016</u>	<u>442,837</u>	<u>238,022</u>	<u>91,117,417</u>	<u>685,385</u>	<u>3,367,567</u>	<u>95,170,369</u>	
<u>\$ 30,106,374</u>	<u>\$ 452,837</u>	<u>\$ 238,022</u>	<u>\$ 94,379,854</u>	<u>\$ 692,871</u>	<u>\$ 3,367,567</u>	<u>\$ 98,440,292</u>	

## CONSOLIDATED IUPAT STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2022

	General Fund	Organizing Fund	Building Fund	Elimination	Total Operating Funds	Convention Fund	Disaster Relief Fund
<b>Revenue</b>							
Per capita	\$ 19,227,915	\$ 8,647,924	\$ -	\$ -	\$ 27,875,839	\$ 1,419,221	\$ -
International admin dues	5,845,238	-	-	-	5,845,238	-	-
Administrative processing, reinstatement and clearance card fees	434,881	-	-	-	434,881	25,391	-
Benefit contributions	-	-	-	-	-	-	-
Individual contributions	-	-	-	-	-	-	89,611
Contributions and donations	-	-	-	-	-	-	11,300
Investment income - net of fees	(660,005)	(75,039)	(139,623)	3,637	(871,030)	(72,642)	-
Office rent	-	-	1,730,982	(41,967)	1,689,015	-	-
Administrative cost reimbursements	5,091,022	-	146,725	(2,939,949)	2,297,798	-	-
Royalties and reimbursements	168,960	-	-	-	168,960	-	-
Local union supplies and bond premiums	15,459	-	-	(20)	15,439	-	-
Job Corps program	8,566,838	-	-	(248,476)	8,318,362	-	-
Meals and lodging revenue (Residence Hall)	-	-	910,662	(451,500)	459,162	-	-
Other	740,653	-	16,772	(502)	756,923	-	-
<b>Total</b>	<b>39,430,961</b>	<b>8,572,885</b>	<b>2,665,518</b>	<b>(3,678,777)</b>	<b>46,990,587</b>	<b>1,371,970</b>	<b>100,911</b>
Net assets released from restriction	-	-	-	-	-	-	-
<b>Total revenue</b>	<b>39,430,961</b>	<b>8,572,885</b>	<b>2,665,518</b>	<b>(3,678,777)</b>	<b>46,990,587</b>	<b>1,371,970</b>	<b>100,911</b>
<b>Expenses</b>							
Personnel costs	18,490,663	2,559,140	910,360	(2,578,633)	19,381,530	-	-
Affiliation fees	2,150,574	-	-	-	2,150,574	-	-
Benefits and awards	-	-	-	-	-	-	-
Assistance to affiliates	-	5,995,038	-	-	5,995,038	-	-
Communications (including IUPAT <i>Journal</i> )	686,809	-	-	-	686,809	-	-
Conferences, committees and seminars	2,396,381	-	-	(366,968)	2,029,413	-	-
Convention	-	-	-	-	-	18,791	-
Government affairs contributions	-	-	-	-	-	-	-
Member mobilization	-	-	-	-	-	-	-
Financial assistance to affiliates	51,609	-	-	-	51,609	-	-
Regional organizing efforts	-	303,754	-	(5,385)	298,369	-	-
Legal and litigation	828,937	119,570	2,511	-	951,018	-	-
Auditing fees & Other professional fees	1,048,393	234,854	88,446	(88,446)	1,283,247	-	-
Charitable contributions	329,241	-	-	-	329,241	-	45,500
Political contributions	728,513	-	-	-	728,513	-	-
Local union supplies and bond premiums	92,903	-	-	-	92,903	-	-
Job Corps program and administration	8,539,339	-	-	(578,342)	7,960,997	-	-
Meals and lodging expenses	-	-	680,023	-	680,023	-	-
Administrative, office and general office and computer equipment and software enhancements	1,160,564	1,291	262,927	(15,980)	1,408,802	-	-
Occupancy	84,654	-	1,315,462	-	1,400,116	-	-
Postage, printing and supplies	342,157	1,687	134,465	(19,604)	458,705	-	-
Insurance	322,042	-	-	-	322,042	-	-
Depreciation and amortization	8,600	-	1,697,553	-	1,706,153	-	-
Currency translation	185,409	14,757	-	-	200,166	2,755	-
Other	403,156	-	48,417	(25,419)	426,154	-	-
<b>Total expenses</b>	<b>37,849,944</b>	<b>9,230,091</b>	<b>5,140,164</b>	<b>(3,678,777)</b>	<b>48,541,422</b>	<b>21,546</b>	<b>45,500</b>
<b>Change in net assets</b>	<b>1,581,017</b>	<b>(657,206)</b>	<b>(2,474,646)</b>	<b>-</b>	<b>(1,550,835)</b>	<b>1,350,424</b>	<b>55,411</b>
<b>Net assets at beginning of year</b>	<b>42,116,345</b>	<b>5,270,662</b>	<b>8,898,989</b>	<b>-</b>	<b>56,285,996</b>	<b>3,375,225</b>	<b>934,321</b>
<b>Net assets at end of year</b>	<b>\$ 43,697,362</b>	<b>\$ 4,613,456</b>	<b>\$ 6,424,343</b>	<b>\$ -</b>	<b>\$ 54,735,161</b>	<b>\$ 4,725,649</b>	<b>\$ 989,732</b>

Death Benefit Fund	Accidental Death Fund	Issues Campaigns	IUPAT		PAT		Elimination	Total
			Without Donor Restriction	Without Donor Restriction	With Donor Restriction			
\$ -	\$ -	\$ -	\$ 29,295,060	\$ 1,019,529	\$ -	\$ -	\$ 30,314,589	
-	-	-	5,845,238	-	-	-	5,845,238	
-	-	-	460,272	-	-	-	460,272	
945,231	49,383	-	994,614	-	-	-	994,614	
-	-	-	89,611	-	1,975,470	-	2,065,081	
-	-	-	11,300	-	-	-	11,300	
64,960	-	-	(878,712)	83	19,803	8,558	(850,268)	
-	-	-	1,689,015	-	-	-	1,689,015	
-	-	-	2,297,798	-	-	(8,558)	2,289,240	
-	-	-	168,960	-	-	-	168,960	
-	-	-	15,439	-	-	-	15,439	
-	-	-	8,318,362	-	-	-	8,318,362	
-	-	-	459,162	-	-	-	459,162	
19,044	-	-	775,967	-	-	-	775,967	
1,029,235	49,383	-	49,542,086	1,019,612	1,995,273	-	52,556,971	
-	-	-	-	3,020,907	(3,020,907)	-	-	
1,029,235	49,383	-	49,542,086	4,040,519	(1,025,634)	-	52,556,971	
-	-	-	19,381,530	-	-	-	19,381,530	
-	-	-	2,150,574	-	-	-	2,150,574	
1,720,704	100,000	-	1,820,704	-	-	-	1,820,704	
-	-	-	5,995,038	-	-	-	5,995,038	
-	-	-	686,809	1,250	-	-	688,059	
-	-	-	2,029,413	10,000	-	-	2,039,413	
-	-	-	18,791	-	-	-	18,791	
-	-	-	-	3,684,753	-	-	3,684,753	
-	-	10,000	10,000	-	-	-	10,000	
-	-	-	51,609	-	-	-	51,609	
-	-	-	298,369	-	-	-	298,369	
-	-	-	951,018	-	-	-	951,018	
32,400	-	-	1,315,647	72,453	-	-	1,388,100	
-	-	-	374,741	-	-	-	374,741	
-	-	-	728,513	-	-	-	728,513	
-	-	-	92,903	-	-	-	92,903	
-	-	-	7,960,997	-	-	-	7,960,997	
-	-	-	680,023	-	-	-	680,023	
-	-	-	1,408,802	-	-	-	1,408,802	
-	-	-	1,400,116	-	-	-	1,400,116	
-	-	-	458,705	-	-	-	458,705	
-	-	-	322,042	1,721	-	-	323,763	
-	-	-	1,706,153	-	-	-	1,706,153	
8,349	7,299	-	218,569	-	-	-	218,569	
1,506	-	-	427,660	414	-	-	428,074	
1,762,959	107,299	10,000	50,488,726	3,770,591	-	-	54,259,317	
(733,724)	(57,916)	(10,000)	(946,640)	269,928	(1,025,634)	-	(1,702,346)	
30,719,740	500,753	248,022	92,064,057	415,457	4,393,201	-	96,872,715	
\$ 29,986,016	\$ 442,837	\$ 238,022	\$ 91,117,417	\$ 685,385	\$ 3,367,567	\$ -	\$ 95,170,369	

**CONSOLIDATED IUPAT STATEMENT OF CASH FLOWS**

YEAR ENDED DECEMBER 31, 2022

	IUPAT	PAT	Total
<b>Cash flows provided by operating activities</b>			
Cash received from			
District councils, local unions and members	\$ 36,846,047	\$ 3,187,655	\$ 40,033,702
Investment income	1,953,215	20,312	1,973,527
Other revenue and reimbursements	18,565,865	-	18,565,865
Cash received	<u>57,365,127</u>	<u>3,207,967</u>	<u>60,573,094</u>
Cash disbursed			
For personnel costs	(19,381,530)	-	(19,381,530)
To service providers, suppliers, vendors and others	(35,147,293)	(3,771,128)	(38,918,421)
Cash used	<u>(54,528,823)</u>	<u>(3,771,128)</u>	<u>(58,299,951)</u>
Net cash provided by (used in) operating activities	<u>2,836,304</u>	<u>(563,161)</u>	<u>2,273,143</u>
<b>Cash flows provided by investing activities</b>			
Proceeds from sale or redemption of investments	34,923,654	-	34,923,654
Purchase of investments	(36,562,003)	-	(36,562,003)
Purchase of fixed assets	(694,078)	-	(694,078)
Proceeds from sale of fixed assets	1,908	-	1,908
Principal collected on loan	68,629	-	68,629
Net cash provided by investing activities	<u>(2,261,890)</u>	<u>-</u>	<u>(2,261,890)</u>
<b>Net increase in cash</b>	<u>574,414</u>	<u>(563,161)</u>	<u>11,253</u>
<b>Cash and cash equivalents</b>			
Beginning of year	<u>11,283,920</u>	<u>4,619,144</u>	<u>15,903,064</u>
End of year	<u>\$ 11,858,334</u>	<u>\$ 4,055,983</u>	<u>\$ 15,914,317</u>

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2022

### NOTE 1. NATURE OF OPERATIONS

The International Union of Painters and Allied Trades (the International Union) is a labor organization representing painters and workers in allied trades throughout the United States and Canada. The primary source of revenue is per capita paid by Local Unions and District Councils.

### NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**Method of Accounting** - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Membership dues are accounted for as exchange transactions. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset. The Bold Futures and PAT LEC represent net assets without donor restrictions. The PAT PC represents net assets with donor restrictions.

**Net assets without donor restrictions:** Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of International Union's management and the General Executive Board.

**Board-designated net assets:** Net assets that are not subject to donor-imposed restrictions but are subject to self-imposed limits by the action of the General Executive Board. These net assets may be used at the discretion of the International Union's General Executive Board of Directors.

**Net assets with donor restrictions:** Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the International or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. Donor restricted net assets are "released from restrictions" when the amounts are expended for the purpose specified.

**Consolidation and Fund Accounting** - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities as follows:

**Functional Allocation of Expenses** - The consolidated statement of activities presents expenses by function and natural classification. Expenses directly attributable to a specific functional area of the International Union are reported as expenses of those functional areas.

### Program Services

**IUPAT** - The funds of the IUPAT are the General, Building, Convention, Accidental Death, Disaster Relief, Death Benefit, Organizing and Issues Campaign. International administrative dues revenue is collected per member per hour and can vary depending on what industry in which the member works. These dues can range anywhere up to \$0.05 per member per hour. Per capita revenue is based on monthly billings to District Councils and Local Unions for membership activity reported through December each year. The allocation of per capita among the funds is in accordance with the International Union's Constitution.

*General Fund* - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the activity of the Job Corps program which is a party to a U.S. Government agency contract as discussed in Note 5. The Job Corps program will submit expenses for reimbursement by a U.S. Government agency, so this is considered an exchange transaction and this revenue is recognized when expenses are submitted for reimbursement.

*Organizing Fund* - This Fund was established to defray the costs of enhanced organizing activities. Funding sources include administrative processing fees and an allocation of per capita tax in the amount of \$8.70 per member, per month.

*Building Fund* - The IUPAT Building Corp., LLC was formed on December 14, 2004, to acquire and hold title to the property to be used for the national headquarters complex. Currently, no per capita is allocated to the Building Fund.

*Convention Fund* - This Fund accumulates allocated assessments received from affiliates to defray the costs of the convention held every five years. Currently, an allocation of per capita tax in the amount of 5% of total per capita is allocated to the Convention Fund.

*Disaster Relief Fund* - This Fund was established to provide assistance to areas affected by natural disaster. Funding sources include contributions from the General Fund, Local Unions, District Councils, members, and others.

*Death Benefit Fund* - Provides a death benefit for eligible members. The benefits paid vary in amount depending upon the classification of the member. Most payments are for the normal death benefit which is \$3,000. This benefit is funded by allocating \$1.00 per member, per month.

*Accidental Death Fund* - Provides accidental death benefits for all members in good standing. The benefit for eligible members is \$10,000. This benefit is funded by allocating \$.05 per member, per month, to this Fund.

*Issues Campaign* - An account to build coalitions and promote legislation around immigration and other human rights. The Issues Campaign account is funded from the IUPAT General Fund and contributions from other unions and allied groups.

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** (continued)

**PAT** - The International Union has established three separate segregated entities for political, legislative and educational purposes.

*PAT PC* - The Political Action Together - Political Committee Fund (PAT-PC) directly receives voluntary contributions, including payroll check-offs, from members of the International Union. These contributions are considered unconditional contributions and are recognized when received.

*PAT LEC* - The Political Action Together - Legislative and Educational Fund (PAT-LEC) is financed through an allocation of per capita tax in the amount of \$0.40 per member, per month, and payments from Local Union and District Councils.

*Bold Futures* - The Bold Futures Political Action Committee (Bold Futures PAC) was established to secure the nomination, election and appointment of IUPAT members to public office. The Bold Futures PAC is financed by contributions or donations given to it by IUPAT, its affiliates, political committees affiliated with them and members. These contributions are considered unconditional contributions and are recognized when received.

**Cash and Cash Equivalents** - Cash and cash equivalents consist of amounts held in demand deposit and money market accounts.

**Investments and Investment Income Recognition** - Securities are reported at their aggregate fair value. The fair value of investments in U.S. Government and Government Agency securities, corporate bonds, common stock and preferred stock are determined by quoted market prices. The certificates of deposit are carried at estimated fair value as determined by the investment custodian. The short-term investments, ULLICO stock and UnionPlus Stock are carried at cost, which approximates fair value.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation on sales includes the International Union's gains and losses on investments bought and sold as well as held during the year and are recorded in investment income on the statement of activities.

**Property and Equipment** - Property and equipment are carried at cost. Major additions in excess of \$10,000 are capitalized, while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation expense is computed using the straight-line method over the following estimated useful lives of the assets:

<b>Building</b>	20 years
<b>Furniture and Equipment</b>	5-20 years
<b>Automobiles</b>	5 years

Depreciation expense totaled \$1,706,407 for the year ended December 31, 2022.

**Canadian Currency** - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rate in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities. The average exchange rate for 2022 used to translate revenue and expenses was \$0.76032 per Canadian dollar. At December 31, 2022, the exchange rate was \$0.73822 per Canadian dollar.

**Use of Estimates in the Preparation of Consolidated Financial Statements** - The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Financial Presentation** - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains, and losses, classified between unrestricted, temporarily restricted, and permanently restricted, based on the existence or absence of donor-imposed restrictions.

**NOTE 3. TAX STATUS**

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The consolidated financial statements include the activity of the PAT-LEC, PAT PC and Bold Futures. Section 527 of the Internal Revenue Code provides for the exemption from Federal income tax for "exempt function income" of a political committee that is a separate segregated fund of an exempt organization which is not a political organization. Contributions received are exempt function income provided that the receipts are primarily expended for an exempt function or for some or all of its administrative expenses. However, interest income will be taxed. The PAT-LEC, PAT-PC and Bold Futures file Internal Revenue Service Form 1120-POL to report financial activities. Income tax expense for 2022 totaled \$384.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the International Union and recognize a tax liability if the International Union has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the International Union.

**NOTE 4. UNINSURED CASH BALANCES**

The International Union maintains its cash accounts primarily with banks located in Washington, D.C. The total cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per bank. The International Union has cash balances on deposit at December 31, 2022 with PNC Bank and Bank of Labor, that exceed the balance of FDIC insurance coverage by approximately \$141,506 and \$10,946,211, respectively.

The International Union also maintains cash at a Canadian financial institution, which is insured up to \$100,000 in Canadian dollars. As of December 31, 2022, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately \$5,737,769 in Canadian dollars (\$4,235,736 U.S. equivalent).

**NOTE 5. U.S. GOVERNMENT AGENCY CONTRACT**

The International Union is a party to a cost reimbursement contract with the U.S. Department of Labor Job Corps Program.

The 2022 activity and contract funds due from the U.S. Government at December 31, 2022, were as follows:

	Due from U.S. Government at beginning of year	Contract Receipts	Expenditures	Due from U.S. Government at end of year
<b>U.S. Department of Labor Job Corps Program</b>				
<b>1630DC-18-C-0013</b>	\$ 1,316,775	\$ 8,630,185	\$ 8,566,838	\$ 1,253,428
	<u>\$ 1,316,775</u>	<u>\$ 8,630,185</u>	<u>\$ 8,566,838</u>	<u>\$ 1,253,428</u>

The base period of the 1630DC-18-C-0013 contract expires on February 28, 2023.

**NOTE 6. INVESTMENTS**

The cost and fair value of investments held by the International Union at December 31, 2022, is summarized below:

	Cost	Fair Value
<b>United States Government and Government Agency obligations</b>	\$ 8,541,603	\$ 8,160,130
<b>Corporate Bonds</b>	27,253,387	26,045,985
<b>Common &amp; Preferred Stock</b>	15,310,087	18,109,296
<b>ULLICO Stock</b>	39,826	39,826
<b>UnionPlus Stock</b>	549	549
<b>Pooled separate account</b>	3,894,674	4,541,412
<b>Short-term Investments</b>	1,864,176	1,864,177
<b>Total</b>	<u>\$ 56,904,302</u>	<u>\$ 58,761,375</u>

Investment income for the year ended December 31, 2022, consisted of the following:

<b>Interest and Dividends</b>	\$ 1,989,798
<b>Net realized and unrealized gain (loss) on investments</b>	(2,644,047)
<b>Investment and bank fees</b>	(196,019)
	<u>\$ (850,268)</u>

**NOTE 7. PROPERTY AND EQUIPMENT**

At December 31, 2022, property and equipment consisted of the following:

<b>Land</b>	\$ 872,714
<b>Furniture and Equipment</b>	5,847,848
<b>National Training Facility building</b>	11,368,209
<b>Headquarters building</b>	13,194,745
<b>Generators</b>	1,491,462
<b>Residence Hall building</b>	5,253,689
<b>Residential Townhouse</b>	432,310
<b>Automobiles</b>	152,952
	38,613,929
<b>Less accumulated depreciation and amortization</b>	(25,234,959)
<b>Net Property and Equipment</b>	\$ 13,378,970

**NOTE 8. 401(K) PLANS**

The International Union maintains two 401(k) plans, one for International Union employees and one for Job Corps employees. The International Union contributes 6% of salary for eligible employees. These contributions totaled \$516,910 for the International Union employees and \$257,085 for the Job Corps employees for the year ended December 31, 2022.

**NOTE 9. MULTIEMPLOYER DEFINED BENEFIT PENSION PLAN**

The International Union contributes to a multiemployer defined benefit pension plan under the terms of a collective-bargaining agreement and a participation agreement that covers its union-represented employees. The risks of participating in this multiemployer defined benefit pension plan are different from a single-employer plan in the following aspects:

- a. Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers
- b. If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.
- c. If the International Union chooses to stop participating in its multiemployer defined benefit pension plan, the International Union may be required to pay that multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

The International Union’s participation in this multiemployer defined benefit pension plan for the annual period ended December 31, 2022, is outlined in the table below. The zone status is based on information that the International Union received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan’s actuary. Among other factors, pension plans in the red zone are generally less than 65 percent funded, pension plans in the orange zone are less than 80 percent funded and are in seriously endangered status, pension plans in the yellow zone are less than 80 percent funded, and pension plans in the green zone are at least 80 percent funded.

Legal Name of Pension Plan	Pension Plan’s Employer Identification Number	Pension Plan’s Plan Number	Pension Protection Act Zone Status		Expiration Date of Collective Bargaining Agreement
			Zone Status	Extended Amortization Provisions Used?	
<b>International Painters and Allied Trades Industry Pension Plan</b>	52-0673909	001	Red as of 01/01/22	No	August 31, 2026 ***

\*\*\*The staff employees of the International Union participate in the International Painters and Allied Trades Industry Pension Plan through a collective bargaining agreement. Employees that are not covered under the collective bargaining agreement are covered by a participation agreement. The participation agreement does not have an expiration date.



**NOTE 9. MULTIEMPLOYER DEFINED BENEFIT PENSION PLAN** (continued)

Legal Name of Pension Plan	Contributions to the Pension Plan	Contributions to the Pension Plan greater than 5% of total Pension Plan Contributions (Plan year ending)	Employer Contribution Rates	Number of Employees Covered by Plan
	12/31/2022		12/31/2022	12/31/2022
<b>International Painters and Allied Trades Industry Pension Plan</b>	\$3,665,315	No, Plan year ending 12/31/22.	18.97% of employees' salaries & \$3.30 per hour per month	153

Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge paid to Pension Plan by the International Union of Painters and Allied Trades?	Minimum contributions required in future by CBA, statutory requirements, or other contractual requirements?	
			No	If yes, description.
<b>International Painters and Allied Trades Industry Pension Plan</b>	Rehabilitation Plan Implemented	Yes	No	N/A

**NOTE 10. AFFILIATIONS PER CAPITA**

During the year ended December 31, 2022, the International Union incurred per capita expenses to affiliated organizations as follows:

AFL-CIO	\$ 614,359
AFL-CIO - State (Full Affiliation Program)	638,511
North America's Building Trades Unions	577,963
BWI Building and Wood Workers Int'l	28,570
Maritime Trades Dept., AFL-CIO	4,320
Union Label Trades Dept., AFL-CIO	6,000
Metal Trades Department, AFL-CIO	54,186
IUPAT Canadian Labour Congress (U.S. Dollars)	74,386
Union Sportsmen's Alliance	75,000
Bluegreen Alliance	25,000
Department of Professional Employees	1,216
National Heavy & Highway Coalition	12,000
Canadian Provincial Federation of Labor (U.S. Dollars)	4,368
<b>Total</b>	<b>\$ 2,150,574</b>

**NOTE 11. RELATED ENTITIES**

The Building Fund currently leases a portion of the headquarters building space to the International Painters and Allied Trades Industry Pension Plan (Pension Plan), Painters and Allied Trades Labor-Management Cooperation Initiative (LMCI), and Painters and Allied Trades for Children's Hope Foundation (PATCH). The Building Fund also leases office space in the national training center to the International Union of Painters and Allied Trades Finishing Trades Institute (FTI). The Building Fund received \$1,683,015 in rent from these entities for the year ended December 31, 2022.

On October 31, 2005, the Death Benefit Fund loaned \$4,500,000 to the IUPAT Building Corp, LLC to be used for renovating the national training facility. The loan is secured by national training facility property. On June 22, 2010, the Death Benefit Fund loaned an additional \$9,922,800 to the IUPAT Building Corp, LLC to make the loan \$14,000,000 to be used to pay for the new headquarters and residence hall. The loan is payable in monthly installments of \$75,248 beginning August 1, 2010, including interest at the annual rate of 5.00%. Final payment is due in July 2040. Interest expense for the year ended December 31, 2022 for this loan totaled \$537,413.

As of December 31, 2022, the future principal maturities of this loan are as follows:

<u>Year Ended December 31</u>	<u>Death Benefit Fund</u>
<b>2023</b>	\$ 384,262
<b>2024</b>	403,921
<b>2025</b>	424,587
<b>2026</b>	446,309
<b>2027</b>	469,143
<b>Thereafter</b>	8,420,524
<b>Total</b>	<b>\$ 10,548,746</b>

**NOTE 11. RELATED ENTITIES** (continued)

Certain operating expenses are incurred by the International Union during the year and are allocated to the related entities of the International Union based on allocation studies. These operating expenses include shared accounting support, computer technology support, reimbursement for postage, meeting and travel expenses and other miscellaneous reimbursements.

For the year ending December 31, 2022, the allocation of expenses received during the year by the International Union was as follows:

	FTI	LMCI	Pension Plan	PATCH	Total Allocated to Related Parties
<b>Accounting &amp; human resources support</b>	\$ 247,487	\$ 145,367	\$ 525,088	\$ 1,241	\$ 919,183
<b>Computer technology support</b>	119,983	13,383	98,370	-	231,736
<b>Postage reimbursement</b>	12,564	22,218	119,031	270	154,083
<b>Meeting and travel reimbursement</b>	572,374	418,427	115,075	15,875	1,121,751
<b>Other reimbursements</b>	18,542	11,328	181,366	40	211,276
<b>Totals</b>	<u>\$ 970,950</u>	<u>\$ 610,723</u>	<u>\$ 1,038,930</u>	<u>\$ 17,426</u>	<u>\$ 2,638,029</u>

At December 31, 2022, the allocation of expenses due to the International Union was as follows:

	FTI	LMCI	Pension Plan	PATCH	Total Allocated to Related Parties
<b>Accounting &amp; human resources support</b>	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Computer technology support</b>	41,824	519	4,340	-	46,683
<b>Postage reimbursement</b>	1,457	847	29,923	4	32,231
<b>Meeting and travel reimbursement</b>	181,257	29,648	4,786	-	215,691
<b>Other reimbursements</b>	1,378	5,032	122	-	6,532
<b>Totals</b>	<u>\$ 225,916</u>	<u>\$ 36,046</u>	<u>\$ 39,171</u>	<u>\$ 4</u>	<u>\$ 301,137</u>

The International Union also pays related parties for miscellaneous expenses that include classroom rentals, employee withholdings, meeting and travel reimbursements and other miscellaneous reimbursements. For the year ending December 31, 2022, the allocation of expenses from related parties and amounts payable at year end were as follows:

	Amount allocated from related parties during the year ended December 31, 2022	Amount due to related parties at December 31, 2022
<b>FTI</b>	\$ 124,483	\$ 16,218
<b>LMCI</b>	126,933	3,322
<b>Pension Plan</b>	149,538	29,950
<b>PATCH</b>	19,900	1,564
<b>Totals</b>	<u>\$ 420,854</u>	<u>\$ 51,054</u>

**NOTE 12. COMMITMENTS AND CONTINGENCIES**

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues. None of this litigation involves any substantial potential liability on the part of the International Union.

**NOTE 13. FAIR VALUE MEASUREMENTS**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

**Basis of Fair Value Measurement:**

**Level 1** - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

**Level 2** - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

**Level 3** - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

For the year ended December 31, 2022, there were no transfers in or out of levels 1, 2, or 3.

## Fair Value Measurements at December 31, 2022

	Total	Level 1	Level 2	Level 3
U.S. Government and Government Agency Obligations	\$ 8,160,130	\$ 8,160,130	\$ -	\$ -
Corporate bonds	26,045,985	-	26,045,985	-
Common Stock & Preferred Stock	18,109,296	18,109,296	-	-
UnionPlus Stock	549	-	-	549
ULLICO Stock	39,826	-	-	39,826
Short-term investments	1,864,177	1,864,177	-	-
Total assets in the fair value hierarchy	54,219,963	\$ 28,133,603	\$ 26,045,985	\$ 40,375
Investments measured at NAV(a)	4,541,412			
Total Investments	\$ 58,761,375			

## Level 3 Fair Value Measurements

	Total	ULLICO Stock	UnionPlus Stock
Beginning balance	\$ 40,375	\$ 39,826	\$ 549
Realized gains	-	-	-
Unrealized gains	-	-	-
Purchases	-	-	-
Sales	-	-	-
Transfers into Level 3	-	-	-
Ending balance	\$ 40,375	\$ 39,826	\$ 549

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the period.

**NOTE 13. FAIR VALUE MEASUREMENTS** (continued)

(a) In accordance with Subtopic 820-10 Fair Value Measurement (820), Disclosures for Investments in Certain Entities That Calculate Net Asset Value per share (or Its Equivalent), investments that are measured at fair value using the net asset value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

The unfunded commitments and redemption information are as follows at December 31, 2022:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice
<b>Pooled separate account</b>				
<b>Fixed income:</b>				
<b>Ullico Separate Account W1</b>	\$ 4,541,412	\$ -	Monthly	90 days
<b>Total</b>	<u>\$ 4,541,412</u>	<u>\$ -</u>		

Separate Account W1 ("the Fund") is a pooled separate account offered through a group annuity contract issued by Union Labor Life. The Fund is invested in high quality construction and permanent first mortgages in commercial real estate projects. All loans are secured by properties geographically diversified throughout the United States. All construction must be performed by union contractors. Separate Account W1 is designed to provide tax-exempt non-pension funds (general treasury, health and welfare, training, industry advancement, etc.) a specialized fixed income investment alternative that seeks to enhance performance returns, reduce portfolio volatility and stimulate the unionized construction industry. Separate Account W1's objective is to outperform the Bloomberg Barclays U.S. Aggregate Index ("Index") net of fees over a full market cycle. The Fund capitalizes on the income component of private commercial first mortgages as well as mortgage fees paid to the Fund by the borrower.

**NOTE 14. POSTRETIREMENT BENEFITS**

The International Union provides postretirement life insurance for all employees and postretirement medical insurance for former general officers or general executive board members and their spouses. To be eligible for these benefits, employees must retire and immediately be eligible to receive a pension from the International Painters and Allied Trades Industry Pension Fund. Generally, retirees and their spouses may continue medical benefits until the earliest of the attainment of age 65 or death. The life insurance benefit continues for the life of the retiree. The life insurance benefit is in the amount of \$10,000 or \$5,000 depending on job classification. The International Union reports in accordance with Financial Accounting Standards Board Accounting Standards Codification 715, "Compensation-Retirement Benefits" (FASB ASC 715).

The amount reported as the postretirement benefit obligation represents the actuarial present value of those estimated future benefits that are attributed to employees' service rendered to the date of the consolidated financial statements. Postretirement benefits include future benefits expected to be paid to or for currently retired employees and their spouses and employees and their spouses after retirement from service. Prior to an active employee's full eligibility date, the postretirement benefit obligation is the portion of the expected postretirement benefit obligation that is attributed to that employee's service rendered to the valuation date.

The actuarial present value of the expected postretirement benefit obligation is determined by the Plan's actuary and is the amount that results from applying actuarial assumptions to historical claims cost data to estimate future annual incurred claims costs per participant and to adjust such estimates for the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as those for death or retirement) between the valuation date and the expected date of payment. The actuarial cost method used to determine the liability is the Projected Unit Credit Cost Method.

For measurement purposes, 8.50% annual rate of increase in the per person cost of covered medical health care benefits was assumed, grading down to 4.50% by 0.5% per year.

The following were other significant assumptions used in the valuations as of December 31, 2022:

<b>Discount rate:</b>	5.35%
<b>Mortality:</b>	109% of Pri-2012 Employee Blue Collar amount-weighted mortality tables (sex-distinct), projected generationally with scale MP-2021 from 2022
<b>Retirement Age:</b>	100% of eligible participants are assumed to retire at age 63

The foregoing assumptions are based on the presumption that the International Union will continue. Were the International Union to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of the postretirement benefit obligations.

The estimated postretirement benefit obligation liability at December 31, 2022 of \$1,354,652 is based on an actuarial valuation report for the fiscal year ended December 31, 2022.

**NOTE 15. LOAN RECEIVABLE**

On September 17, 2014, the International Union loaned \$1,600,000 to the Painters District Council 51 to be used to pay off their property located at 4700 Boston Way, Lanham, MD. The loan is secured by the clean title of the two buildings on this property. The loan is payable in monthly installments of \$10,559 beginning October 15, 2014, including interest at the annual rate of 5.00%. Final payment is due in September 2034. Interest income for the year ended December 31, 2022 for this loan totaled \$58,083.

**NOTE 16. RISKS AND UNCERTAINTIES**

The International Union invests in various investments. Investments are exposed to various risks such as economic, interest rate, market, and sector risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position.

**NOTE 17. AVAILABILITY AND LIQUIDITY**

The following represents the International Union's financial assets available within one year of the statements of financial position date for general expenditure at December 31, 2022:

	<u>2022</u>
Financial assets at year end:	
Cash and cash equivalents	\$ 15,914,317
Accrued interest receivable	214,930
Per capita receivable	4,939,277
International admin dues receivable	1,798,513
Due from related funds	305,592
Due from U.S. Government	1,253,428
Other receivable	161,555
Prepaid expenses	588,134
Loan to affiliate	1,124,201
Investments	58,761,375
Property and equipment, net	<u>13,378,970</u>
 Total financial assets	 98,440,292
Less amounts not available to be used within one year:	
Assets with donor restrictions	3,367,567
Loan to affiliate	1,124,201
Property and equipment, net	<u>13,378,970</u>
	<u>17,870,738</u>
 Financial assets available to meet general expenditures over the next twelve months	 <u><u>\$ 80,569,554</u></u>

As of December 31, 2022, the future principal maturities of this loan are as follows:

<u>Year Ended December 31</u>	<u>DC 51 Loan Receivable</u>
2023	\$ 72,140
2024	75,831
2025	79,710
2026	83,788
2027	88,075
Thereafter	724,657
	<u><u>\$ 1,124,201</u></u>

As part of the International Union's liquidity plan, excess cash is invested in short-term investments.

**NOTE 18. NET ASSETS**

Net assets with donor restrictions were as follows for the year ended December 31, 2022:

<b>Specific Purpose PAT PC</b>	<u>\$ 3,367,567</u>
------------------------------------	---------------------

Net assets without donor restrictions for the year ended December 31, 2022 are as follows:

<b>Undesignated</b>	<u>\$ 91,439,014</u>
---------------------	----------------------

Net assets released from net assets with donor restrictions for the year ended December 31, 2022 were \$3,020,907.

**NOTE 19. SUBSEQUENT EVENTS**

The International Union has evaluated subsequent events through May 1, 2023, the date the consolidated financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

UNION SPORTSMEN'S ALLIANCE **ALL-NEW** YOUTUBE SERIES

SHEET METAL | AIR | RAIL | TRANSPORTATION  
**SMART**  
**TIPS & TRICKS**

# BEHIND THE LENS

Whether you want to film a hunt, get better quality outdoor photos, choose the best camera, or simply take better photos with your cell phone, this 8-video series is a must-watch!



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**Subscribe to the Union Sportsmen's Alliance YouTube channel to receive notifications when new videos are posted.**

# DRYWALL CRAFT COMMITTEE

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

## DC 21 DRYWALL FINISHERS HELP BRING FAMILY FUN TO ATLANTIC CITY

Atlantic City, New Jersey, renowned for its casinos, expansive beaches, and iconic boardwalk, now boasts a new addition to its list of attractions: the Island Waterpark at Showboat. Referred to as the “premier indoor entertainment destination in the world,” this remarkable project, valued at \$100 million, brought together various skilled professionals—including IUPAT drywall finishers—to breathe life into this unique venture.

This Island Waterpark, which opened on July 4, 2023, not only promises to provide a more family-oriented experience for those visiting Atlantic City but represents a significant economic boost for the local community and businesses by generating hundreds of job opportunities in the area.

IUPAT drywall finishers played a crucial role in bringing this ambitious endeavor to fruition, collaborating closely

with other IUPAT crafts members, including painters and glaziers. Among the tasks performed by our highly trained drywall finishers were hanging, taping, mudding, sanding, and applying texture throughout the waterpark. Given its distinctive design, scale, and location, the venture presented a unique opportunity for drywall finishers, setting them apart as industry-leading professionals.

“It was great being a part of such an impactful project for Atlantic City. The job had limited hold on us and went smoothly, given the number of trades and scale of the project. Being part of the union has changed my life, and things get better each day,” said DC 21/LU 1976 (New Jersey) drywall finisher Joe Dewald.



# PENSION DEPARTMENT UPDATE

## U.S. Annuity Plan Information

Administrator Terry Nelson

### New Annuity Plan Launched in April

The new self-directed U.S. annuity plan is now up and running and has been well received across the country.

As reported in the last edition of the *Journal*, the Painters and Allied Trades Industry Pension Fund worked with Milliman, a leading financial services firm, to launch this self-directed annuity plan that allows participants to choose how to invest their contributions from a number of portfolio options.

Leading up to the launch, and since then, Pension Fund representatives have visited District Councils, worked with business manager/secretary-treasurers and directors of servicing, and distributed instructional and educational materials via the web and mail to participants to assist them in gaining the most out of their annuity investments.

The Pension Fund Call Center has received over 3,000 calls since the announcement and continues to work with participants on a daily basis.

You are not required to make any choices for your plan. It will continue to perform and provide you with the benefits you have come to expect and count on. However, if you do wish to make your own choice from the financial portfolios available to you, the Call Center stands ready for your call at (800) 554-2479, or visit [IUPAT-MovingtoMilliman.com](http://IUPAT-MovingtoMilliman.com) for more information.

### Understanding Your Annual Benefits Statement

Each year, the Pension Fund is required to send benefits statements to active participants who acquired work hours in the previous year. For Canadian participants, these statements are required to be sent by June 30th of each year. Participant statements in the US are typically sent no later than July 31st of each year. While many of you receive your statement and give it a cursory glance to ensure accuracy, we encourage you to examine the information on your statement to ensure that you are confident in your accrued benefit as you approach retirement.

Prior to the generation of statements, it is important that the Fund office has the correct address on file for you. If you are uncertain of the address the Pension Fund has for you, please contact the customer service center toll-free at (800) 554-2479 to verify what is reflected on your record. If a change is needed, you must complete and return a Change of Address form to the Fund office via fax at (866) 656-4160, mail, or email at [pension@iupat.org](mailto:pension@iupat.org). For your convenience, the Change of Address form is located on the Pension Fund website at [www.iupatpension.org](http://www.iupatpension.org) for you to download and print.

The annual statement contains information about your pension status, cumulative benefit hours, and cumulative benefit amount. Each statement is unique for each individual member's specific situation. For further guidance in reading your annual statement, please see the sample on the next page. Note that the sample statement is shown for illustration only and may not show all of the information you will receive on your statement.

When your statement arrives this year, take a few minutes to review each section for accuracy and to ensure that you understand what has been reported to you. If you believe there is an error with the information contained in your statement, you must submit your discrepancy in writing to the Fund office. General questions may be directed to the Fund office customer service center at (800) 554-2479 or via email at [pension@iupat.org](mailto:pension@iupat.org).



## ANNUITY PLAN





International Painters and Allied Trades  
Industry Pension Plan

IUPAT Pension Fund

7234 Parkway Drive · Hanover, MD 21076

Telephone: (410) 564-5500 · Toll Free: (800) 554-2479 · Fax: (866) 656-4160

[pension@iupat.org](mailto:pension@iupat.org) · [www.iupat.org](http://www.iupat.org)

JOHN PAINTER  
517 ROLLER RD  
FRANKLIN, OH 44050

Status: Vested  
Alternate ID#: 863036  
Includes: \$1,230.00 Merger(s)

**1**

Merger Name	Merger Amount	Status
DC 6	\$1,230.00	Active

EMPLOYEE PENSION STATEMENT FOR YEAR 2015

The information contained in this statement reflects the most recent contribution data reported by your employer. Adjustments to contributions reported by your employer after last year's statement are also provided.

If contributions are missing for work you perform, please notify the Fund office in writing with the name of the company and dates of your work. Pay stubs, W-2's, and an Itemized Statement of Earnings from the Social Security Administration should be provided to the Fund office. To submit supporting documentation to address missing contributions, you may email this information to [Revised\\_Pension@iupat.org](mailto:Revised_Pension@iupat.org).

EMPLOYERS' NAME	WORK MONTH	BENEFIT HOURS	HOURLY CONTRIBUTION RATE
OPPENHEIN BUILDERS INC	01/2015	150.00	\$4.10
OPPENHEIN BUILDERS INC	02/2015	123.00	\$4.10
OPPENHEIN BUILDERS INC	03/2015	184.00	\$4.10
OPPENHEIN BUILDERS INC	04/2015	123.00	\$4.10
OPPENHEIN BUILDERS INC	06/2015	211.50	\$4.30
OPPENHEIN BUILDERS INC	07/2015	110.50	\$4.30
OPPENHEIN BUILDERS INC	08/2015	22.00	\$4.30
COMPETITIVE INTERIORS	10/2015	16.00	\$4.30
COMPETITIVE INTERIORS	11/2015	137.00	\$4.30
COMPETITIVE INTERIORS	12/2015	123.00	\$4.30

**2**

Total activity posted for the calendar year of 2015	1,220.00
---	----------

	Accumulated Benefit Hours	Accumulated Monthly Benefit Amount
Beginning Balance as of January 1, 2015	50,524.00*	\$2,120.99**
Posted Activity of the Calendar Year of 2015	1,220.00	\$29.71
Estimated Balances as of December 31, 2015 for Normal Retirement Age (Age 65)	51,744.00	\$2,150.70

**3**

\* If applicable, this balance includes hours from mergers and/or reciprocal plans.  
\*\* If applicable, this balance includes benefit amounts from mergers listed above.

**1**

The top portion of your statement will contain personal information and will show your vested status and any applicable merger information. Please verify this for accuracy each year.

**2**

The middle section of your statement will list the employers that you worked for over the prior calendar year period in addition to the hours reported and the hourly contribution rate. You should reconcile your paystubs or W-2's to this section to ensure all employers are reported correctly for the year. If you notice a discrepancy, you may want to submit a written request to the Fund office for further review and possible correction.

**3**

The bottom section of your statement reflects your accumulated hours and an "estimate" of what you are expected to receive at retirement. The total number of hours that have ever been reported will be shown in the total accumulated hours figure.

# RECENT RETIREES

MARCH 2, 2023 - JUNE 1, 2023

Name	LU #	Name	LU #	Name	LU #
Santos Ovidio Abarca.....	LU 1036	Gerardo A Chow.....	LU 1244	Benny Vallejo Esparza .....	LU 12
Stefano Alberga.....	LU 1974	Vincent Joseph Cipriano .....	LU 357	Michael James Evans.....	LU 109
Douglas William Augustine, Jr. ....	LU 2006	Jesus Angel Cisneros .....	LU 507	Dennis Arthur Feiler .....	LU 707
Charles William Austin .....	LU 169	Rene David Ciudad Real.....	LU 636	Alex Ferrel .....	LU 52
Ramon Bentura Avalos.....	LU 159	Russell J Clowser .....	LU 639	Edward Murl Finnen .....	LU 79
Robert Mark Baker .....	LU 364	Rickey Eugene Coats .....	LU 487	James Allan Fischer .....	LU 802
William Edward Baker.....	LU 246	Caryn Christel Colunga .....	LU 1621	Rex Curtis Fleming.....	LU 1195
Victor Lee Baldwin .....	LU 481	Richard Norman Cook .....	LU 38	Randall William Flora .....	LU 1595
Manuel Anthony Baltimore.....	LU 169	Thomas Joseph Cook .....	LU 8	Patrick Pius Foltz .....	LU 300
John Patrick Bansberg.....	LU 465	Thomas Peter Cook .....	LU 1610	James Meredith Fosnaugh .....	LU 1020
Michael Gerard Bauman.....	LU 1009	John Paul Cormier.....	LU 90	Ernest Maxwell Foster, Jr.....	LU 829
Hector Hugo Bautista .....	LU 1010	Howard Eugene Covey .....	LU 93	James Howard Frazer .....	LU 820
Richard Keith Baderstadt.....	LU 1075	Douglas Lae Coward .....	LU 437	Sanford Dyand Freeman .....	LU 437
Albert Joseph Bechtold, Jr. ....	LU 186	David Lewis Cox.....	LU 2012	Jesus Armando Gallego.....	LU 86
Kenneth William Begane.....	LU 1331	Ronald Dean Cox .....	LU 1144	Frederick Louis Games, II.....	LU 438
Percival Beliah .....	LU 1281	Clark Stephen Crabtree.....	LU 1094	Lloyd Kenneth Garceau .....	LU 300
Leonides Gomez Bermudez.....	LU 1456	Debra Gaiser Cribbs .....	LU 830	Edwin Rolando Garcia .....	LU 113
Gladys Bonilla .....	LU 1087	Ralph Stephen Crumley .....	LU 437	Miguel Angel Garcia .....	LU 95
Kenneth Wayne Bowser .....	LU 530	Bernardo Cruz .....	LU 1010	Kenneth Jeffrey Gerard.....	LU 88
George Edward Braker, III.....	LU 1159	Daniel Robert Cullen .....	LU 2011	John Gergely .....	LU 6
Jeffrey Alvin Brauch .....	LU 820	Steve Daniluk.....	LU 106	Dean Charles Gillece .....	LU 27
Delores Louise Braxton.....	LU 754	Michele Davino .....	LU 1047	Tim Joseph Gough .....	LU 157
Daniel Edward Bray, Jr.....	LU 27	Michael Lee Davis.....	LU 427	Timothy Gene Graffam.....	LU 1274
Joseph William Brown .....	LU 7	Frank Anthony De Mario, Jr. ....	LU 1512	Joseph Michael Green .....	LU 47
Ronald Lee Bruhn .....	LU 61	Agustin Delgado .....	LU 1010	Garth Thomas Grotkowski.....	LU 549
John James Bryden .....	LU 300	Nancy Denker.....	LU 823	Tim Pablo Gullo.....	LU 677
Antonio J Buffolino .....	LU 1087	David Lee Dennis .....	LU 294	Merle Byron Guy .....	LU 157
Peter Gerard Bujalski .....	LU 1719	Timothy Charles Detrick .....	LU 669	Bruce Albert Hale.....	LU 1094
Wesley Alexander Bullock.....	LU 1087	Giuseppe Difilippo.....	LU 19	Danny Lee Hall .....	LU 1072
Gilberto Flores Campos.....	LU 130	Fritz Dumornay, Jr.....	LU 20	Scott Vincent Hames .....	LU 386
Brian Marion Carroll.....	LU 756	Thomas John Eastman.....	LU 106	Robert Alan Hartman .....	LU 1959
Steven David Cermak.....	LU 106	David Wayne Ebner .....	LU 934	Mark Joseph Hartmann .....	LU 830
Laurent Laurier Chartrand.....	LU 1010	Robert William Ervin, II. ....	LU 363	Edward Connon Smith Henderson...LU 1719	
Jean Paul Chery.....	LU 1010	Enrique Escarffullett .....	LU 18	Stephen Paul Hepner.....	LU 41

Name	LU #	Name	LU #	Name	LU #
James Michael Herrick, Jr.....	LU 365	Zoran Marinkovic.....	LU 806	Michael StevenPenn .....	LU 61
Harry E Hinkle, Jr.....	LU 2018	Martin Louis Masterson .....	LU 80	Luis Perez.....	LU 460
George Robert Hinshaw.....	LU 209	Mark Andrew Mastopietro .....	LU 831	Ivan Perisic .....	LU 806
Kyle Lynn Hudson .....	LU 300	Kevin Raymond Mccafferty .....	LU 2006	Greg Robert Phelps .....	LU 38
John Frazier Ingles.....	LU 157	Glenn Dale Mcendree.....	LU 970	James Richard Phillips.....	LU 1333
William Joseph Irvin, Jr.....	LU 252	Patrick Neil Mckee.....	LU 61	Robin Ray Pierce.....	LU 2001
Charles Michael Jarrett.....	LU 1165	Lawrence Bray Mcleod .....	LU 43	Theodore Daniel Pierson.....	LU 61
Curtis Richard Jenkins .....	LU 567	James Peter Mcnally, III.....	LU 1175	Georgios Emmanuel Pilatos.....	LU 476
Gregory Don Johnson.....	LU 728	Martin Joseph Mcnulty .....	LU 2011	Ramon Melendez Pineda .....	LU 368
Gregory Scott Johnson.....	LU 79	Abelardo Medina .....	LU 1036	Raymond Randy Platt .....	LU 294
Jeffery Allen Johnson .....	LU 460	Martin John Mehley, Jr. ....	LU 476	Louis Podlipski .....	LU 1976
Rick Arnold Johnson .....	LU 33	Victor George Melaragno .....	LU 639	Branko Pokrajac.....	LU 265
Fred Lee Johnston.....	LU 86	Linwall George Melvin.....	LU 19	James Edward Poluyanskis.....	LU 27
Alan Dale Jones.....	LU 300	Ronald Howard Miller, Jr.....	LU 1940	Leonard Eugene Proctor .....	LU 364
Holley Ruzell Jones .....	LU 1772	David Lance Million.....	LU 1959	Steven Joseph Prueter .....	LU 357
David Joseph Jordan .....	LU 703	Robert Emmet Mitchell.....	LU 751	William Anthony Przybyla.....	LU 27
Kenneth Joseph Kalicky .....	LU 460	Juan Jose Montoya De La Rosa ...	LU 1136	Luis Gustavo Quintero.....	LU 1010
Nikolaos Kalouris.....	LU 476	Michael William Moore .....	LU 391	Baltazar Morfin Ramirez .....	LU 256
David John Kennedy.....	LU 27	Randy Moore.....	LU 24	Marco Antonio Ramos.....	LU 1486
James Rue Kochersperger.....	LU 252	John Joseph Morrella .....	LU 424	Thomas Recio .....	LU 1175
Hans Paul Kraenbring.....	LU 1955	Michael Morris Moulder.....	LU 288	William Lee Reeves.....	LU 2353
Paul Zbigniew Krawiec.....	LU 427	Kevin Shane Murray .....	LU 300	George Freeman Rementer .....	LU 277
Panagiotis Kritikos .....	LU 20	Scott Richard Myers .....	LU 1036	Randy Thomas Richards .....	LU 456
Olen Adrian Lambert, Jr. ....	LU 779	Juan Enrique Navarro.....	LU 300	Felipe Jimenez Rios .....	LU 636
Kenneth Alfred Lattin.....	LU 1964	Lafe Marvel Ness, Jr.....	LU 106	Raymond Rivera.....	LU 19
Kenneth Ernest Lipe .....	LU 159	Christopher Jon Noice, Sr.....	LU 115	Michael Albert Robinson.....	LU 27
Thomas Joseph Longo .....	LU 490	Patrick Eugene Norton.....	LU 936	Lazaro Rodriguez.....	LU 688
Bret Allen Lund .....	LU 201	Scott Edward Novak.....	LU 61	Roger Manuel Rodriguez .....	LU 806
Patrick Hubert Lynch .....	LU 1047	Michael Neal Nugent.....	LU 363	Wayne Thomas Ross .....	LU 1274
Timothy John Lyons .....	LU 2018	John J O'brien.....	LU 252	Paul Douglas Rowland .....	LU 249
James Allen Macdonald .....	LU 169	Jeffrey Oscepinski .....	LU 465	Christopher John Ruane.....	LU 20
James Andrew Mackinnon .....	LU 43	Timothy Edward Oughton.....	LU 59	Vincent Joseph Russell .....	LU 252
Damian Carroll Maine .....	LU 481	Sandra Lynn Parsons .....	LU 1309	Gregory Anthony Russo .....	LU 88
John Philip Marcotullio .....	LU 694	Wayde Gerald Paulson .....	LU 300	George Saenz.....	LU 1036

# RECENT RETIREES

MARCH 2, 2023 - JUNE 1, 2023

Name	LU #	Name	LU #
Felix Saldivar .....	LU 1036	Anthony John Valecce .....	LU 252
Rajendar Sami.....	LU 1176	Angel Antonio Valentin.....	LU 567
Henry Sanabria .....	LU 1175	Jose Alberto Vargas.....	LU 20
Rigoberto Sarmiento .....	LU 1036	William Wayne Vernon .....	LU 169
James Stewart Scahill .....	LU 357	Dariusz Rahimi Vijeh .....	LU 718
Jerry Wayne Scarbro.....	LU 970	James Bradley Vinnola .....	LU 930
David John Scardina .....	LU 27	Ronald Alan Vis .....	LU 6
Charles Edward Schaffner, Jr.....	LU 774	Mark Steven Wade .....	LU 1399
Raymond Michael Schneider .....	LU 24	Andrew Francis Wasser .....	LU 471
Marc Howard Schulman .....	LU 1087	Steven Drew Watson .....	LU 1087
Leonard Norman Schupbach .....	LU 718	Eric Thomas Weisenburg .....	LU 660
Raymond Joseph Sever .....	LU 157	Kevin Michael Weldon.....	LU 6
Louis Woodson Sheppard.....	LU 694	Michael Thomas White .....	LU 20
Granville Mark Sherrod.....	LU 1293	Ronald Scott Williams .....	LU 1778
Francis James Shiffler.....	LU 2011	Steven Winka .....	LU 1007
Orlando A Silva, Jr.....	LU 1486	Robert Cesidio Worden .....	LU 751
Frank William Singleton.....	LU 1075	Charles Warren Young .....	LU 1959
Frederick Smith.....	LU 1009	Oscar D Zaldivar-Hernandez .....	LU 300
Syble D Smith.....	LU 193		
Michael Edwin Snider.....	LU 53		
Richard William Sobczak .....	LU 460		
Mark Francis Socha.....	LU 1333		
Johnny Lee Spratley .....	LU 1772		
Harold Louis Steck.....	LU 1185		
Donald Gomer Sterling .....	LU 1955		
Mark Stevens .....	LU 112		
Howard Laverne Strunk, Jr.....	LU 156		
Frederick T Sucharski .....	LU 33		
Igor Grigoryevich Talesnik.....	LU 20		
Mark Edward Thomas.....	LU 558		
Glenn Russell Thompson .....	LU 27		
Robert William Tonkin.....	LU 164		
Hector David Torres.....	LU 1047		
Philip Joseph Tscharnier.....	LU 169		

# LIFE MEMBERSHIP

IF YOU ARE PLANNING TO RETIRE SOON, OR HAVE RECENTLY RETIRED, YOU HAVE THE OPPORTUNITY TO APPLY FOR **LIFE MEMBERSHIP!**

As a **LIFE MEMBER**, you retain your rights as a member and retain your member death benefit. **LIFE MEMBERS** also pay a lower dues amount.

You can apply for **LIFE MEMBERSHIP** once you are fully retired from our trades.

Please contact your District Council or Local Union office to learn more about applying for **LIFE MEMBERSHIP**.



# RECOGNITION

DISTRICT COUNCIL 38 | BRITISH COLUMBIA



## GEORGE BAUMANN CELEBRATES 70 YEARS OF SERVICE

In April 2023, District Council 38 held its annual Retirees and Member Recognition Awards Luncheon. The event brings together retired members, new initiates, years of service pin recipients, and those who have achieved their Red Seal Ticket, Certificate of Qualification, or Hazmat Certification in the past year.



L to R: DC 38/LU 138 Hazmat Business Representative Kris Locsin, 70 year member George Baumann, and DC 38 Business Manager/Secretary-Treasurer Dan Jajic.

The highlight of the event was when Local Union 138 member George Baumann, who is 90 years young, was recognized for 70 years of membership. Congratulations on this incredible milestone, Brother Baumann!



DC 38/LU 138 member George Baumann (right) received a standing ovation as he made his way to the front of the house to receive his 70 Year pin and gift.

DISTRICT COUNCIL 78 | FLORIDA

## FERNANDO MOLINARES

District Council 78/Local Union 1010 (Orlando) member Fernando Molinares recently took second place in the "Unusual Frida Art Exhibit," a juried art show in Florida.

Molinares first began working as a scenic artist with DC 78 in 2008 and is now a show finisher at Walt Disney World. He grew up in Barranquilla, Colombia, and enjoyed drawing comic books at a young age. His passion for painting, creating characters, and telling stories has been ever-present. His figurative work represents images developed out of traditions from his homeland, the world, and his personal life. With his paintings, drawings, and illustration in both digital and traditional mediums, he brings attention to the issues that matter to him the most.



Fernando Molinares and his prize-winning artwork.

"My inspiration, and the ABCs of my language, is the figure. I use it to create characters that, like actors in a bi-dimensional drama, tell stories about my personal life and the way I experience reality. These characters tend to be androgynous, comical, and full of color. They enact issues of identity, self-image, sensuality, and social struggle."

Congratulations, Brother Molinares!

# INFRASTRUCTURE

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

## DC 9 JOINS COMMUNITY LEADERS TO ADDRESS LEAD PAINT IN INFRASTRUCTURE

On May 2, 2023, District Council 9 members joined community leaders and elected officials to urge the Metropolitan Transportation Authority (MTA) to eliminate lead toxins and repaint the infrastructure of the elevated J, M, and Z lines in Brooklyn, New York.

For several years, lead paint chips containing dangerous levels of toxins have fallen into the Bushwick and Williamsburg communities from the infrastructure above, raising serious public health concerns. Cars crush the paint chips and turn them into toxic, breathable dust. The lines stretch along a two-and-a-half-mile area and run past several schools and hospitals. Communities along the JMZ lines have experienced disproportionate rates of respiratory illnesses and cancer.



DC 9 Business Manager/Secretary-Treasurer Joseph Azzopardi stated that "Removing the lead paint safely requires workers trained in careful abatement processes. Our union has these highly-trained members ready to provide expert abatement and painting."

## ROBUST INFRASTRUCTURE INVESTMENTS *SHOULD BE ROUTINE, NOT RARE.*

IUPAT.ORG



**178 MILLION TRIPS  
ARE TAKEN ACROSS  
STRUCTURALLY DEFICIENT  
BRIDGES EVERY DAY**



**50,000 BRIDGES  
ARE CONSIDERED  
STRUCTURALLY DEFICIENT**



**42% OF BRIDGES  
ARE AT LEAST  
50 YEARS OLD**



**231,000 BRIDGES  
COUNTRY-WIDE NEED REPAIR  
& PRESERVATION WORK**

# EDUCATIONAL OUTREACH

DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

## DC 57 HOSTS LOCAL CTC STUDENTS FOR HANDS-ON LEARNING

As part of a long-standing relationship with the Central Westmoreland Career and Technology Center (CTC), the Finishing Trades Institute of Western Pennsylvania recently hosted two dozen students interested in drywall finishing and paperhanging. During their day at the training center, the CTC students worked with different tools and materials,

and some were able to go up on an aerial lift. As a result of District Council 57's steadfast outreach to Westmoreland and other local CTCs, the students were aware of the opportunities and lifestyle the union finishing trades provide. Several of the students indicated that they plan to sign up upon graduation.



DC 57/LU 6 member Terry Manuel III (right) shows Jade, a senior at Central Westmoreland CTC, how to work a paste machine.



DC 57/LU 6 member Brandon Zieger gives a group of Central Westmoreland CTC students some tips on hanging wallpaper.



# WORKPLACE TRAINING, EDUCATION & SAFETY

DISTRICT COUNCIL 7 | WISCONSIN, MICHIGAN

## COMMON SENSE ECONOMICS

Earlier this year, District Council 7 hosted two Common Sense Economics classes in Big Bend, Wisconsin. This member training and education program is for working people, by working people, and provides an easy way for activists to

get more involved in campaigns. It also helps develop and strengthen partnerships between labor and the community. The curriculum explains how the economy works and what we can do to make the economy work better for everyone.



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

## WELLNESS AT DC 82 AND FTIUM

IUPAT DC 82/FTIUM HELPING HAND

Since the start of the IUPAT Helping Hand effort, District Council 82 and the Finishing Trades Institute of the Upper Midwest (FTIUM) have been dedicated to developing new strategies to assist members struggling with substance use disorder and mental health issues. This is an ongoing battle for our membership and for those working in the trades.

DC 82 Business Manager/Secretary-Treasurer Jeff Stark and his staff are fully committed to providing helpful resources and education to members and their families, which is why they pioneered the FTIUM Care Team. The FTIUM Care Team is comprised of responsive, trained counselors who can help those struggling with mental health matters. They can evaluate each individual's unique situation and refer them to

an in-network, qualified provider or an accredited facility. All communications are confidential.

There's strength in talking about our emotions and experiences even though it can feel uncomfortable. Pushing down tough feelings can make it even harder to get on a path to healing and recovery in the long run. The first step to reducing harm is overcoming the fear to address it.

If you or a loved one needs assistance, please reach out to DC 82's Employee Assistance Program (EAP), TEAM Wellness at Work, at 1-800-634-7710, or visit StartWithTEAM.com.

**We're here, we care, and we want to help.**



# IN MEMORIAM

## JANUARY 1 - MARCH 31, 2023

Local	First	Last	Amount
1	Antoni	Romero Caballero	\$3,000.00
3	John	Florez	\$3,000.00
3	Robert	Powell	\$3,000.00
6	Ronald	Bauman	\$3,000.00
6	Kelvin	Null	\$3,000.00
6	Michael	Pesano	\$3,000.00
6	Robert	Wagner	\$3,000.00
10	Guillermo	Bolanos	\$3,000.00
10	Nels	Hendrickson	\$3,000.00
10	Jack	Myers	\$3,000.00
12	Liyang	Chen	\$3,000.00
12	James	Galvin	\$3,000.00
12	Dieter	Goebel	\$3,000.00
12	Milton	Hull	\$3,000.00
12	Michael	Thomas	\$3,000.00
18	Luis	Diaz	\$3,000.00
24	William	Santana	\$3,000.00
24	Carmelo	Vacirca	\$3,000.00
31	John	Gleason	\$3,000.00
31	Kenneth	Monica	\$3,000.00
31	Gerlald	Schaffner	\$3,000.00
43	Peter	Byrne	\$3,000.00
47	Rex	Landis	\$3,000.00
47	William	Wayne	\$3,000.00
61	Jerry	Hengtgen	\$3,000.00
61	Russull	Schwartz	\$3,000.00
85	Alphonse	Astrauskas	\$3,000.00
91	Gary	Westfall	\$3,000.00
106	Michael	Taapa	\$3,000.00
112	Stevie	Bucktooth	\$3,000.00
112	Lembit	Enders	\$3,000.00
115	James	Lowery	\$3,000.00
123	Gerald "JL"	Brooks	\$3,000.00
123	Paul	Wilson	\$3,000.00
138	Ekren	Dzamastagic	\$3,000.00
138	Leroy	Myles	\$3,000.00
138	Douglas	Phoenix	\$3,000.00
156	William	Oliver	\$3,000.00
157	Daniel	Mungoven	\$3,000.00
159	Chester	Jacobs	\$3,000.00
169	Joseph	Steele	\$13,000.00
177	Claude	Demers	\$3,000.00
181	Raymond	Fisher	\$3,000.00
188	Gilbert	Humann	\$3,000.00
188	William	Smith	\$3,000.00

Local	First	Last	Amount
195	Filadelfo	Cumplido	\$3,000.00
195	Vincent	Germana	\$3,000.00
195	Milton	Savard	\$3,000.00
200	Daryl	Bazinet	\$3,000.00
205	Laurent	Legendre	\$3,000.00
246	Karl	McLain	\$3,000.00
249	Rick	Truesdale	\$3,000.00
252	Joseph	Bickerdyke	\$3,000.00
252	Robert	Gremmel Jr.	\$3,000.00
300	Jack	Haynes	\$3,000.00
364	Alex	McDade	\$3,000.00
365	Wilfredo	Gomez	\$3,000.00
368	Joseph	Myers	\$3,000.00
372	Robert	Pinter	\$3,000.00
386	David	Gorski	\$3,000.00
386	Sun	Jang	\$3,000.00
386	David	Martin	\$3,000.00
386	Loren	Rick	\$3,000.00
391	Clarence	Williams	\$3,000.00
409	Saybean	Connor	\$3,000.00
424	John	Dietz	\$3,000.00
460	Marion	Lewis	\$3,000.00
471	Douglas	Tedrick	\$3,000.00
481	Gilles	Picard	\$3,000.00
481	Rufus	West	\$3,000.00
487	Lester	Boller	\$3,000.00
487	James	Gallant	\$3,000.00
510	Louis	Freeman	\$3,000.00
510	Michael	Hardeman	\$3,000.00
513	John	Weber	\$3,000.00
555	Everett	Gillette	\$3,000.00
557	Ernesto	Pezzullo	\$3,000.00
558	Larry	Comegys	\$3,000.00
636	Jesus	Hurtado	\$3,000.00
694	Kevin	Klemmer	\$3,000.00
707	Ronald	Schiavoni	\$3,000.00
718	Wallace	Anzalone	\$3,000.00
718	Edmund	Arce	\$3,000.00
718	Larry	Thorstad	\$3,000.00
718	Louis	Torres	\$3,000.00
739	Domenico	Buccini	\$3,000.00
739	Robert	Garbutt	\$3,000.00
740	Gregory	Davidson	\$3,000.00
767	Edwin	Gaudin Jr.	\$3,000.00
781	Gerald	Meinecke	\$3,000.00

# IN MEMORIAM

JANUARY 1 - MARCH 31, 2023

Local	First	Last	Amount
823	Santiago	Saiz	\$3,000.00
831	John	Cappella	\$3,000.00
831	Jarod	Custer	\$3,000.00
831	Richard	Gebert	\$3,000.00
831	David	Morris	\$3,000.00
831	John	Munger	\$3,000.00
831	Phillip	Pride	\$3,000.00
831	Canon	Squires	\$3,000.00
841	Douglas	Gertz	\$3,000.00
841	Joseph	Mollica	\$3,000.00
841	Charles	Treadway	\$3,000.00
845	Timothy	Pryer	\$3,000.00
863	Antioco	Melone	\$3,000.00
863	Dale	Pytko	\$3,000.00
930	Robert	Miller	\$3,000.00
948	John	DeBruyne	\$3,000.00
1009	Edgar	Leip	\$3,000.00
1009	Martin	Pavlinec	\$3,000.00
1010	William	Thomas III	\$3,000.00
1010	Willmar	Vasquez Patino	\$3,000.00
1036	Mark	Booker	\$3,000.00
1036	Salvador	Granero	\$3,000.00
1036	Ernest	Hernandez	\$3,000.00
1036	Dennis	Morgan	\$3,000.00
1036	Charles	Peschke	\$3,000.00
1036	Arthur	Prevost	\$3,000.00
1044	James	Cotter	\$3,000.00
1052	Jack	Clark	\$3,000.00
1072	Mike	Harvey	\$3,000.00
1087	Robert	Williams	\$3,000.00
1138	Robert	Conley	\$3,000.00
1144	Robert	Cobb	\$3,000.00
1144	James	Spiker	\$3,000.00
1156	Joshua	Hamm	\$3,000.00
1156	Timothy	Loreth	\$3,000.00
1162	Ronald	Kridler	\$3,000.00
1165	Clifford	Belcher	\$3,000.00
1176	Miguel	Padilla	\$3,000.00
1199	Tyler	McDermott	\$3,000.00
1204	Joshua	Lake	\$3,000.00
1236	Melvin	Lampi	\$3,000.00
1238	Keith	Twede	\$3,000.00
1244	Albert	Flores	\$3,000.00
1244	Jesse	Kerry	\$3,000.00
1324	Norbert	Jensen	\$3,000.00

Local	First	Last	Amount
1331	Fabio	Alencar	\$3,000.00
1399	Jesus	Avalos	\$3,000.00
1399	Edward	Lesh	\$3,000.00
1399	Rosendo	Mendoza	\$3,000.00
1439	Donald	Hatcher	\$3,000.00
1621	Gary	Aparton	\$3,000.00
1621	George	Guild	\$3,000.00
1621	Eugene	Heggen	\$3,000.00
1621	Manuel	Joaquim	\$3,000.00
1621	Robert	Peters	\$3,000.00
1621	Jonathan	Wilt	\$3,000.00
1819	Luis	Jimenez-Lopez	\$3,000.00
1819	Zoltan	Kugler	\$3,000.00
1846	Carl	Luchard	\$3,000.00
1887	Richard	Lafond	\$3,000.00
1889	Raymond	Lurbe	\$3,000.00
1922	John	Morton	\$3,000.00
1926	Liviu	Suiugan	\$3,000.00
1940	Charles	Cagle Sr.	\$3,000.00
1940	Wilmer	Stone	\$3,000.00
1945	Benedict	Clannon	\$3,000.00
1974	James	Adams	\$3,000.00
2001	Oscar	Orozco	\$3,000.00
2006	George	Fellabaum Jr.	\$3,000.00
2011	Harold	Burton	\$3,000.00
2011	William	Johnson Jr.	\$3,000.00
2352	Harold	Helzer	\$3,000.00
2352	Billie	Stamps	\$3,000.00

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