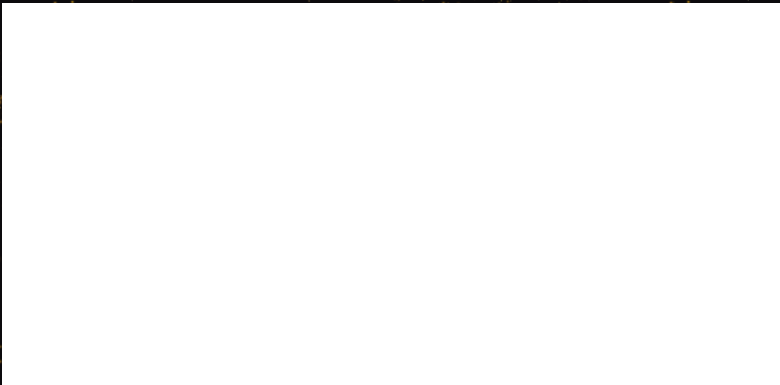




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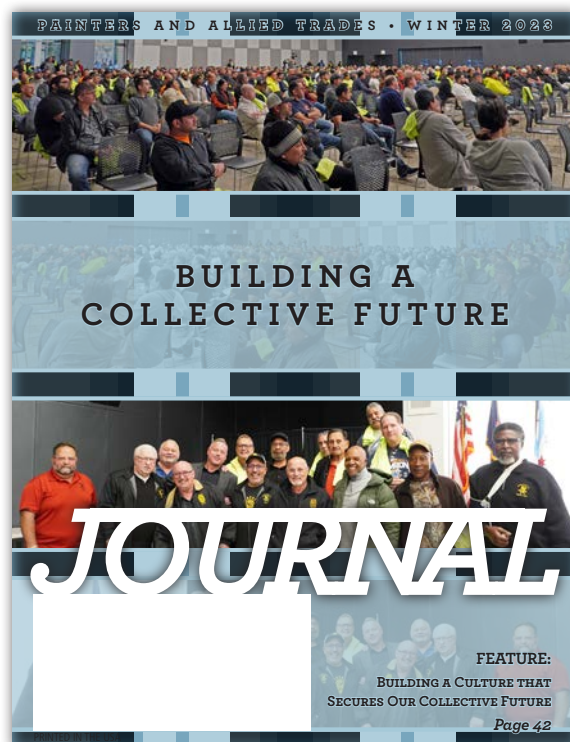
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CONVENTION CALL

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FOLLOW THE
CONVERSATION:



@GoIUPAT

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A MESSAGE FROM GENERAL PRESIDENT JIMMY WILLIAMS JR.

UNION. FAMILY. FIGHT.

This August, the IUPAT will hold its 33rd General Convention in Orlando, Florida. This will be my first convention as your General President and an opportunity for us to rededicate ourselves to the values that led to the formation of our union over 137 years ago. I want to share with you why I chose **One Union. One Family. One Fight.** as our convention theme, explain what it means to me and how my experiences growing up in a longtime union family brought me to this moment.

In the Fall 2021 *Journal*, I formally introduced myself as General President of the IUPAT. I'm a fourth-generation IUPAT glazier from District Council 21/Local Union 252 in Philadelphia, Pennsylvania. My great-grandfather helped charter Local Union 252, and my grandfather, father, and several uncles and cousins were fortunate enough to be members. The labor movement shaped my childhood. From a young age, I got to walk picket lines and witness firsthand the power of solidarity and collective action.

I've spent over 20 years as an organizer and union officer. My priorities as General President directly stem from my time meeting workers at their homes, in union halls, and on job sites. I use every opportunity I have to tackle issues that are exploiting workers and undermining our industry. My vision of the IUPAT is one where workers of all races, genders, economic backgrounds, and nationalities can stand together in solidarity to fight for a better future for themselves, their families, and their communities.

My background in the labor movement and my experience as a member of the IUPAT led me to **One Union. One Family. One Fight.** Collectively, these phrases represent the potential of the IUPAT. To be a member of the IUPAT means to be part of something much greater than ourselves on an individual level—we are joining a movement that represents a family of working people, going back 137 years, united in one fight.

There's a reason **One Union** is front and center on the IUPAT logo. We represent a diverse set of crafts sprawling across North America—in fact, we represent more crafts than any other Building Trades union! Our diversity is our strength—



General President Jimmy Williams Jr.

not just in the people we represent but in the work that we do. When we stand together as **One Union**, there is nothing that we cannot accomplish.

Most importantly, **One Fight.** Our union has always had a purpose—to fight for better working conditions, safer job sites, and the common interest of our families and our communities. Today, our union covers an entire continent—our fights can seem broad, disconnected, and hard to identify with. Why should a painter in Philadelphia care about a floor coverer in San Diego? Or a drywall finisher in Toronto care about a public sector worker in Florida?

The answer is simple: we fight for working people. Our class—the working class—has a world to win if we unify under a common cause and a common interest. Uniting as **One Union** and **One Family** makes it possible for us to unite around one common fight. The purpose of our union is to allow painters in Philadelphia and drywall finishers in Toronto to realize that their fight is the exact same fight as their brothers and sisters in San Diego and Florida. We must

unify first before we can effectively win better working conditions for any of us. And the better working conditions get for painters, the better they will get for floor coverers, drywall finishers, public sector workers, glaziers, and every other trade we represent.

My own experiences growing up in a union family have shown me that, ultimately, our union's purpose is to take care of one another, not dissimilar to how a family operates. We look past our differences to fight for a better future for all of us.

While I am a glazier by trade, my life has been shaped by countless painters, drywall finishers, floor installers, trade show, and public sector workers. Every member I meet and talk to helps guide the vision of our union. We are nothing without each other. Everything I hold sacred about the IUPAT that makes me work so tirelessly for our union is a result of seeing how hard each and every one of you work day in and day out. You inspire me and motivate me to think bigger and push further. Just as it is important for us to unite as **One Union**, it is equally important for us to operate as **One Family**. An injury to one is an injury to all.

As we head into our 33rd General Convention, I invite all of you to re-engage with your union. We have an opportunity to chart the course of the IUPAT for the next five years, and I cannot do it alone. I am ready to stand shoulder-to-shoulder with anyone and everyone ready to be a part of the Army of Black and Gold. These colors and our union have provided a secure life for millions of working families, and with your help, we can ensure we do the same for millions more decades into the future. As we look back over our 137-year history, let us rededicate ourselves to the values that our union was founded on—solidarity, mutuality, and a shared vision of a better future for every worker in our industry.



In September 2023, IUPAT leadership, DC 1M leadership and members, and community partners gathered to join the UAW picket lines in Detroit, Michigan.



MENSAJE DEL PRESIDENTE GENERAL JIMMY WILLIAMS JR.

SINDICATO. FAMILIA. LUCHA.

El próximo mes de agosto, el IUPAT celebrará su 33.^a Convención General en Orlando, Florida. Esta será mi primera convención como su presidente general y una oportunidad para que nos volvamos a dedicar a los valores que llevaron a la formación de nuestro sindicato hace más de 137 años. Quiero compartir con ustedes por qué elegí **Un sindicato. Una familia. Una lucha.** como tema de nuestra convención, explicar lo que significa para mí y cómo mis experiencias al crecer en una familia sindical de larga data me han llevado a este momento.

En la revista de otoño de 2021, me presenté formalmente como presidente general del IUPAT. Soy un vidriero de cuarta generación del IUPAT del Consejo de Distrito 21/ Sindicato Local 252 de Filadelfia, Pensilvania. Mi bisabuelo fue miembro fundador del Sindicato Local 252; y mi abuelo, mi padre y varios tíos y primos tuvieron la suerte de ser miembros. El movimiento obrero dio forma a mi infancia. Desde muy joven, pude recorrer los piquetes y presenciar de primera mano el poder de la solidaridad y la acción colectiva.

He pasado más de 20 años como organizador y funcionario sindical. Mis prioridades como presidente general se derivan directamente del tiempo que paso reuniéndome con los trabajadores en sus casas, en las salas del sindicato y en los lugares de trabajo. Aprovecho todas las oportunidades que tengo para abordar los problemas que aquejan a los trabajadores y socavan nuestra industria. Mi visión del IUPAT es una en la que los trabajadores de todas las razas, géneros, orígenes económicos y nacionalidades puedan unirse en solidaridad para luchar por un futuro mejor para ellos, sus familias y sus comunidades.

Mi historia dentro del movimiento obrero y mi experiencia como miembro del IUPAT me llevaron a **Un sindicato. Una familia. Una lucha.** En conjunto, estas frases representan el potencial del IUPAT. Ser miembro del IUPAT significa formar parte de algo mucho más grande que nosotros mismos a nivel individual. Nos unimos a un movimiento que representa a una familia de trabajadores, que se remonta 137 años atrás, unidos en una misma lucha.



Presidente general Jimmy Williams Jr.

Hay una razón por la que **Un sindicato** está en primer plano en el logotipo del IUPAT. Representamos a un conjunto diverso de oficios que se extienden por toda Norteamérica; de hecho, ¡representamos a más oficios que cualquier otro sindicato de la industria de la construcción! Nuestra diversidad es nuestra fuerza, no solo en las personas a las que representamos, sino también en el trabajo que hacemos. Cuando nos mantenemos unidos como **Un sindicato**, no hay nada que no podamos lograr.

Lo más importante, **Una lucha.** Nuestro sindicato siempre ha tenido un propósito: luchar por mejores condiciones laborales, lugares de trabajo más seguros y el interés común de nuestras familias y nuestras comunidades. Hoy en día, nuestro sindicato abarca todo un continente: nuestras luchas pueden parecer amplias, inconexas y difíciles de relacionar con nuestra experiencia personal. ¿Por qué debería preocuparse un pintor de Filadelfia por un revestidor de suelos de San Diego? ¿O por qué un acabador de paneles

de yeso de Toronto se preocuparía por un trabajador del sector público de Florida?

La respuesta es sencilla: luchamos por los trabajadores. Nuestra clase, la trabajadora, tiene mucho por ganar si nos unificamos bajo una causa y un interés común. Unirnos como **Un sindicato** y **Una familia** hace posible que nos unamos en torno a una lucha en común. El objetivo de nuestro sindicato es permitir que los pintores de Filadelfia y los acabadores de paneles de yeso de Toronto sepan que su lucha es exactamente la misma que la de sus hermanos y hermanas de San Diego y Florida. Primero debemos unificarnos antes de poder conseguir de forma efectiva mejores condiciones de trabajo para cualquiera de nosotros. Y cuanto mejores sean las condiciones de trabajo de los pintores, mejores serán las de los revestidores de suelos, los acabadores de paneles de yeso, los trabajadores del sector público, los vidrieros y todos los demás oficios que representamos.

Mis propias experiencias al crecer en el seno de una familia sindical me han demostrado que, en última instancia, el propósito de nuestro sindicato es cuidarnos los unos a los otros, algo no muy distinto a cómo funciona una familia. Dejamos de lado nuestras diferencias para luchar por un futuro mejor para todos.

Aunque soy vidriero de profesión, innumerables pintores, acabadores de paneles de yeso, instaladores de suelos y

trabajadores de ferias comerciales y del sector público han formado parte de mi vida. Cada miembro que conozco y con el que hablo contribuye a orientar la visión de nuestro sindicato. No somos nada el uno sin el otro. Todo lo que considero sagrado del IUPAT y que me hace trabajar tan incansablemente por nuestro sindicato es el resultado de ver lo duro que trabajan todos y cada uno de ustedes día tras día. Ustedes me inspiran y me motivan para pensar en grande y llegar más lejos. Del mismo modo que es importante que nos unamos como **Un sindicato**, es igualmente importante que funcionemos como **Una familia**. Un perjuicio para uno es un perjuicio para todos.

A medida que se acerca nuestra 33.^a Convención General, los invito a todos a que vuelvan a involucrarse con su sindicato. Tenemos la oportunidad de trazar el rumbo del IUPAT para los próximos cinco años, y yo no puedo hacerlo solo. Estoy dispuesto a luchar hombro con hombro con quienes estén dispuestos a formar parte de nuestro ejército negro y dorado. Estos colores y nuestro sindicato han facilitado una vida segura a millones de familias trabajadoras y con su ayuda podemos asegurarnos de hacer lo mismo para millones más en las próximas décadas. Al repasar nuestros 137 años de historia, volvamos a dedicarnos a los valores sobre los que se fundó nuestro sindicato: solidaridad, apoyo mutuo y una visión compartida de un futuro mejor para todos los trabajadores de nuestra industria.

En septiembre de 2023, la dirección del IUPAT, la dirección y los miembros del DC 1M y los socios de la comunidad se reunieron para unirse a los piquetes de UAW en Detroit, Michigan.



A REPORT

FROM GENERAL SECRETARY-TREASURER GREGG SMITH

A MESSAGE ON A FIGHTING IUPAT

As our 33rd General Convention approaches, I want to tell every single one of you how proud I am of the work that we have accomplished together as a union. Since being elected General Secretary-Treasurer, I have said time and time again my one and only focus is our membership. General President Jimmy Williams and I have visited many of our District Councils and learned about the issues that affect each of you. Every day, we shape our priorities for a strong, working IUPAT. Last year, our union added over 3,000 new members throughout the United States and Canada. I know that our success doesn't just come out of thin air; every win, every success story, is proof of all the hard work each of you has done.

This year's Convention theme is **One Union. One Family. One Fight**. This theme could not be more fitting for our times. Since becoming GST, I have pushed our District Councils and Local Unions to unite in **one fight**. Without fighting, we wouldn't be where we are today. I am on the road every day fighting for our membership; I fight for a stronger and more unified union that works for all of us.

I'm also proud of the significant growth in organizing efforts made by District Councils across our two countries. In the past year:

- **District Council 5** (Washington, Alaska, Idaho, Oregon, and Utah) has organized 17 new employers.
- **District Council 58** (Illinois, Missouri, Kentucky, and Tennessee) has organized 15 new employers.
- **District Council 78** (Florida, Georgia) has organized 10 new employers.

Additionally, just a few months ago, **District Council 77** (Georgia, Alabama, Arkansas, Kentucky, Mississippi, North Carolina, South

Carolina, Tennessee, Texas, and Virginia) helped 32 painters in Atlanta, Georgia, who were misclassified as independent contractors, receive over \$87,000 in back wages. In Nashville, Tennessee, **District Council 58** helped 70 drywall finishers who worked to build JW Marriott reclaim wages for unpaid overtime, and they are now receiving a combined \$700,000 in back wages.

These efforts are encouraging and give me hope that we can grow market share and strength for our union wherever we focus. We can organize new employers and ensure every generation can benefit from our opportunities for decades.

The construction industry in the South is booming, but bad contractors are doing everything they can to take advantage of working people; enough is enough. Working people lose over \$16 billion in stolen wages every year. We must fight every day to end employers' illegal wage theft and ensure construction workers are paid every dollar they earn. Immigrants built this country, and we must do everything in our power to defend those working in our trades.

When one of us loses, we all lose; it's as simple as that. That's why we are investing more in organizing today than ever

L to R: DC 97 BM/ST Jean Lemieux, GST Gregg Smith, DC 97/LU 1135 glazier Maxime Desjardins, and DC 97/LU 1135 glazier Nicolas Coté. DC 97 covers the province of Quebec.



before in our union's history. We gain strength and worker power the same way we always have—from the bottom up. We organize from construction site to construction site and contractor to contractor to ensure every generation

can benefit from the opportunities our union has to offer. I encourage each and every one of you to go out there and keep fighting the fight. We are our union. It's on all of us to stand together, be active, and build strength in numbers.



IUPAT leadership and District Council 50 representatives with DC 50/LU 1944 tapers.

Front, L to R: DC 50 Director of Training John Frigillana Jr, Executive Assistant to the GST Bill Francisco, DC 50 Glaziers Business Representative Dwayne Arelliano, GST Gregg Smith, GVP (Western) Mike Gutierrez, and taper Romeo Peralta.

Back, L to R: Tapers Kennel Diga, Raylen Itamoto, Ferdinand Ramirez, Chris Badua, and Anthony Elizaga.

IUPAT CASH & INVESTMENTS

	BALANCE AT 1/1/2023	ACTIVITY INCREASE (DECREASE)	BALANCE AT 11/30/2023
OPERATING FUNDS			
General Fund	39,048,634	1,749,376	40,798,010
Organizing Fund	3,438,015	(1,121,229)	2,316,785
Building Corp	4,187,808	(631,390)	3,556,419
Total Operating Funds	\$ 46,674,457	\$ (3,243)	\$ 46,671,214
OTHER FUNDS			
AD&D	488,506	(27,603)	460,903
Death Benefit	29,947,704	841,045	30,788,749
Convention	4,360,716	1,529,549	5,890,265
Issues Campaigns	238,022	(17,564)	220,458
FIDR Fund	987,287	78,384	1,065,671
Total Other Funds	\$ 36,022,235	\$ 2,403,811	\$ 38,426,046
Total IUPAT Cash & Investments:	\$ 82,696,692	\$ 2,400,568	\$ 85,097,260

INFORME DEL SECRETARIO GENERAL Y TESORERO GREGG SMITH

UN MENSAJE SOBRE UN IUPAT EN LUCHA

A medida que se acerca nuestra 33ª Convención General, deseo expresar a todos y cada uno de ustedes el orgullo que me genera el trabajo que hemos realizado juntos como sindicato. Desde que fui elegido secretario general-tesorero (GST), he dicho una y otra vez que mi único objetivo es nuestros miembros. El presidente general Jimmy Williams y yo hemos visitado muchos de nuestros Consejos de Distrito y nos hemos informado sobre los temas que afectan a cada uno de ustedes. Cada día, damos forma a nuestras prioridades para un IUPAT fuerte y activo. El año pasado, nuestro Sindicato sumó más de 3000 nuevos miembros en todo Estados Unidos y Canadá. Sé que nuestro éxito no surge de la nada; cada victoria, cada historia de éxito, es prueba de todo el arduo trabajo de cada uno de ustedes.

El tema de la Convención de este año es **Un sindicato. Una familia. Una lucha.** Este tema no podría ser más apropiado para nuestros tiempos. Desde que me convertí en GST, he presionado a nuestros Consejos de Distrito y Sindicatos Locales para que se unan en **una lucha.** Sin esta lucha, no estaríamos donde estamos hoy. Estoy en la calle todos los días luchando por nuestros miembros; lucho por un sindicato más fuerte y unificado que trabaje para todos nosotros.

También estoy orgulloso del importante crecimiento de los esfuerzos organizativos realizados por los Consejos de Distrito de nuestros dos países. El año pasado:

- El **Consejo de Distrito 5** (Washington, Alaska, Idaho, Oregón y Utah) ha organizado a 17 nuevos empleadores.
- El **Consejo de Distrito 58** (Illinois, Missouri, Kentucky y Tennessee) ha organizado a 15 nuevos empleadores.
- El **Consejo de Distrito 78** (Florida, Georgia) ha organizado a 10 nuevos empleadores.

Además, hace solo unos meses, el **Consejo de Distrito 77** (Georgia, Alabama, Arkansas, Kentucky, Mississippi, Carolina del Norte, Carolina del Sur, Tennessee, Texas y Virginia) ayudó a 32 pintores de Atlanta, Georgia, quienes habían sido clasificados erróneamente como contratistas independientes, a recibir más de \$87 000 en salarios atrasados. En Nashville, Tennessee, el **Consejo de Distrito 58** ayudó a 70 trabajadores de acabado de paneles de yeso que trabajaron en la construcción del hotel JW Marriott a reclamar salarios por horas extras impagas, y ahora recibirán un total de \$700 000 en salarios atrasados.

Estos esfuerzos son alentadores y me dan esperanzas de que podremos aumentar la cuota de mercado y la fuerza de nuestro sindicato donde sea que nos concentremos. Podemos organizar a nuevos empleadores y garantizar que todas las generaciones puedan beneficiarse de nuestras oportunidades por décadas.

La industria de la construcción en el sur está en auge, pero los malos contratistas hacen todo lo posible para aprovecharse de los trabajadores; ¡ya basta! Los trabajadores pierden cada año más de 16 000 millones de dólares en concepto de salarios robados. Debemos luchar cada día para acabar

De izquierda a derecha: BM/ST del DC 97 Jean Lemieux, GST Gregg Smith, vidriero del DC 97/LU 1135 Maxime Desjardins y vidriero del DC 97/LU 1135 Nicolas Coté. El DC 97 abarca la provincia de Quebec.



con el robo ilegal de salarios por parte de los empleadores y garantizar que los trabajadores de la construcción reciban íntegramente cada dólar que se les adeuda. Los inmigrantes construyeron este país y debemos hacer todo lo que esté a nuestro alcance para defender a quienes trabajan en nuestros oficios.

Cuando uno de nosotros pierde, todos perdemos; así de simple. Por eso estamos invirtiendo en organización hoy más que nunca antes en la historia de nuestro sindicato.

Ganamos fuerza y poder obrero de la misma manera que siempre lo hemos hecho: de abajo hacia arriba. Nos organizamos de obra en obra y de contratista en contratista para garantizar que todas las generaciones puedan beneficiarse de las oportunidades que ofrece nuestro sindicato. Ánimo a todos y cada uno de ustedes a que salgan y sigan luchando. Nosotros somos nuestro sindicato. Depende de nosotros mantenernos unidos, actuar y construir la fuerza en números.



Líderes del IUPAT y representantes del Consejo de Distrito 50 con empapeladores del DC 50/LU 1944

Frente, de izquierda a derecha: Director de capacitación del DC 50 John Frigillana Jr, asistente ejecutivo del GST Bill Francisco, representante comercial de vidrieros del DC 50 Dwayne Arelliano, GST Gregg Smith, y vicepresidente general (región oeste) Mike Gutiérrez, empapelador Romeo Peralta.

Dorso, de izquierda a derecha: Empapeladores Kennel Diga, Raylen Itamoto, Ferdinand Ramirez, Chris Badua y Anthony Elizaga.



SOMOS UN SINDICATO FUERTE



2024

Convention Call

**IUPAT GENERAL CONVENTION TO MEET
NOTICE OF THE 33RD GENERAL CONVENTION**

In conformity with Section 25 of the General Constitution, the International Union of Painters and Allied Trades will meet in General Convention at Disney's Coronado Springs Resort, Orlando, Florida, August 26 - 30, 2024.

One Union • One Family • One Fight

NOMINATION AND ELECTION OF DELEGATES

Section 29

Elections for Delegates must be held during the month of May 2024, nominations to be held one meeting prior to election. NOTE: Section 29 and not Section 209 governs the election of Delegates to the General Convention. Adequate notice of the nomination and election meetings shall be given to the membership as per Section 29(a). Notification of the nomination and election meetings may be set forth in the same mailing. Notification must clearly state the time, place and purpose of these two meetings.

IT IS OF EXTREME IMPORTANCE THAT ALL DELEGATES BE ELECTED BY SECRET BALLOT.

REPRESENTATION

Section 27

A Local Union, to be entitled to representation, must have been chartered for at least six months prior to the holding of the General Convention, and must have paid its per capita tax to the office of the International Union up to and including the second month preceding the Convention month.

This means that each Local Union must have per capita tax paid up to and including the month of June 2024. All payments must be received by the General Secretary-Treasurer's

office no later than the last business day of the month preceding the Convention month, or July 31, 2024.

No Delegate will be seated at the Convention or receive a mileage check whose Local Union is delinquent in per capita tax in accordance with the above-mentioned rule.

Section 31

Each Delegate will be entitled to one vote. No proxy representation shall be allowed. Two or more Local Unions may combine to send one Delegate to represent them. He/she must be a member of one of the Local Unions and present a credential from each Local.

Section 28(a)

Except as provided in Section 29(e), Local Unions shall be entitled to representation in the General Convention according to the number of members on whom per capita tax shall have been paid.

100 Members or Less	1 Delegate
More than 100 Members, and Less than 500 Members	2 Delegates
500 Members and Less than 1,000 Members	3 Delegates
1,000 Members and an Additional Delegate for each 500 Members or Major Fraction over 1,000	4 Delegates



ELIGIBILITY OF DELEGATES

Section 29(b) and (c)

To be eligible as a Delegate or an Alternate a member must be eligible under the requirements of Section 29. Refer to the General Constitution for further explanation.

Section 29(d)

Life Members are not eligible as Delegates.

Section 30

Alternates, to represent the Local Union if the regular elected Delegate or Delegates are unable to attend the Convention, shall be the member or members who receive the next highest number of votes at the election of Delegates. Alternates must have the same qualifications as Delegates.

CREDENTIALS

Section 32

The credentialing process has been automated. A nomination verification form is enclosed as part of this automation process. This form is to be filled out by the Local Union Recording Secretary, and bear the name of all Nominees. After the election has taken place, the form must be immediately updated with the total votes, signed by the Local Union President, Local Union Recording Secretary, imprinted with the Local Union Seal and signed by the District Council Business Manager/Secretary-Treasurer. Further instruction will follow.

MILEAGE AND EXPENSES

Section 34

Mileage, cost of hotel room, and per diem will be paid in accordance with Section 34 of the General Constitution.

Section 31(c)

All other expenses of the Delegates are to be defrayed by the Local Unions they represent.

HOTEL RESERVATIONS/RATES

All information pertaining to hotel reservations and rates will be addressed in a letter forwarded to the Delegates. This same information will be published in a later issue of the "Painters and Allied Trades Journal."

AMENDMENTS TO THE GENERAL CONSTITUTION

Section 80

The General Constitution, and the Local Union rules contained therein, may be amended or altered at the regular session of the General Convention by a majority vote of the Delegates present. Laws so adopted will become effective on January 1st following, unless otherwise designated. District Councils or Local Unions that wish to submit proposed amendments must follow the procedure set forth in Section 80. All such amendments are to be presented, in writing, to the General Secretary-Treasurer postmarked at least 45 days before the convening of the Convention,

One Union • One Family • One Fight

July 12, 2024, bear the signature of the proper officers of the District Council or Local Union presenting them and be published in the Official Journal of the month preceding the General Convention, provided, however, that the General Executive Board may present amendments for adoption by the General Convention at any time when the General Convention is in session. Only District Councils or Local Unions can submit amendments. They cannot be submitted by Conferences or individual Members of the Union.

RESOLUTIONS

Section 37

All resolutions dealing with general subjects, such as organization, building trades, health measures, shorter work day, or legislative enactment, are to be forwarded to the office of the General Secretary-Treasurer, bearing the signature of the proper officers of the District Council or Local Union submitting same, postmarked at least 45 days before the convening of the General Convention. That means submissions to the office of the General Secretary-Treasurer must be postmarked no later than July 12, 2024. Any resolutions considered after that time must receive the consent of the Convention, except resolutions submitted by the General Executive Board.

District Councils or Local Unions that wish to submit proposed resolutions must follow the procedures set forth in Section 37.

APPEALS

Sections 277-278

Appeals to the General Convention are governed by Sections 277-278 of the General Constitution.



James A. Williams Jr.
General President



Gregg A. Smith
General Secretary-Treasurer

JUSTICE FOR ALL WORKERS

DISTRICT COUNCIL 36 | SOUTHERN CALIFORNIA, ARIZONA, NEW MEXICO

SAN DIEGO CITYWIDE PROJECT LABOR AGREEMENT

On February 14, 2024, San Diego Mayor Todd Gloria signed a citywide project labor agreement (PLA) into law. This legislation will ensure highly skilled workers, like the members of the IUPAT, are hired for local jobs.

District Council 36 has joined the San Diego Building Trades and others in fighting tirelessly over the years to lift the citywide ban on PLAs in the past. This historic decision is proof that when unions work together in collaboration with the community, we can overpower union-busting campaigns. Measure D, allowing the use of PLAs on San Diego city construction projects, passed with 57 percent of the votes.



DC 36 Director of Service Ernesto Toscano signs the San Diego Citywide Project Labor Agreement as DC 36/LU 1399 Business Representative David Zepeda beams with pride.

SERVICING UPDATE

General Vice President for Service Mark Komaromi

STANDING TOGETHER

While traveling, I have seen some of the mega projects that members of our union are working on. Many of these projects are massive in size, will take years to complete, and require skilled and committed craft workers.

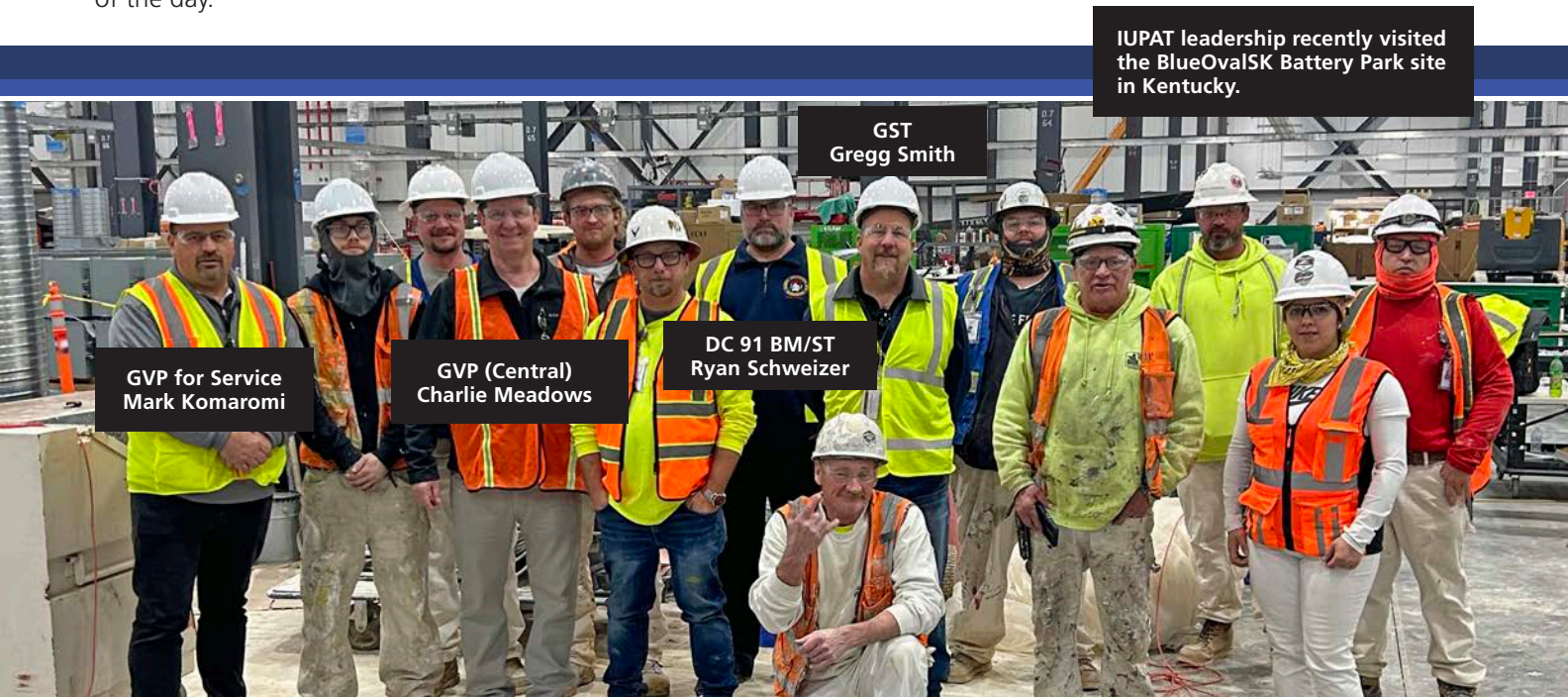
I recently visited the BlueOvalSK Battery Park site in Kentucky along with General Secretary-Treasurer Gregg Smith and General Vice President Charlie Meadows, and was blown away by the sheer size of this project and the number of craft workers across various trades that were onsite. During that visit, we spoke with a diverse group of over 55 drywall finishers and 40 painters from two companies. They all expressed pride in working on this project, and that they look forward to opportunities to work on future mega projects.

It was also apparent that there was an unspoken unity among the group of women and men; Black, Latino, and White workers; and father and son teams. To represent our union as one united workforce, we must look beyond our differences, treat each other with respect, and work together safely to make it home to our families at the end of the day.

In addition to a united membership, representatives must continue to educate and inform our members about upcoming trainings. This is imperative so that we can be the safest, most productive workforce to complete these projects and build our infrastructure for the next generation. No matter what, we must be in lockstep fighting and working as one to move our organization toward greater strengths within our crafts.

Our collective success and growth are driven by all of us. The best way for us to continue flourishing is to work side by side and lift each other up. These simple acts foster the unity and solidarity that we need to be an unbreakable workforce.

Let's continue to stand together to grow our union.



IUPAT Members: *Know Your Rights*

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

UNION MEMBER RIGHTS

Bill of Rights – Union members have:

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

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

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

Officer Elections – Union members have the right to:

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

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

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

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

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

UNION OFFICER RESPONSIBILITIES

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

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

Labor Organization Reports – Union officers must:

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

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

Officer Elections – Unions must:

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

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

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

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

ORGANIZING UPDATE

General Vice President for Organizing Shane Smith

In January, we held our annual Directors of Organizing meeting in Hanover, Maryland. We welcomed five new DOOs to our team, who have all hit the ground running and are already building campaigns in their respective areas. They are:

- Savannah Palmira (DC 5, covering Washington, Alaska, Idaho, Oregon, and Utah)
- Orfeo Pagliacci (DC 38, covering British Columbia)
- Claire Cawley (DC 57 in Western Pennsylvania)
- Chris Wall (DC 91, covering Indiana, Illinois, Kentucky, and Michigan)
- Nicolas Dubuc (DC 97 in Quebec)

During our three days together, we talked about the importance of building compliance departments and shared best practices that will help us grow market share throughout the United States and Canada. Compliance is the work we do to uphold state, local, and federal laws, like prevailing wage and specifications such as CAS and AGMT, which level the playing field for our employers and make it more likely that our members go to work on publicly funded projects. This is especially important now, with billions of dollars going to pay for new infrastructure projects like bridges, schools, airports, EV battery, and semiconductor plants across the United States. The Bipartisan Infrastructure Legislation (BIL) and Inflation Reduction Act (IRA) passed by the Biden Administration give us a unique opportunity to organize, and have already put thousands of our members to work. Because of these bills/funding mechanisms, some requirements give employers incentives to use well-paid and highly skilled union labor. For example, the IRA gives a 30 percent investment tax credit to any company building an EV battery plant that utilizes apprenticeship programs, pays a prevailing wage, and looks to hire local and diverse workforces. The IRA also gives a 25 percent investment tax credit that requires local hires, prevailing wage, and community benefits agreements on all semiconductor plants

that cost over \$150 million to build. So, it is important that the IUPAT uphold these labor-friendly levers to make sure they keep working.

Another topic of conversation was around the National Labor Relations Board's new standard set forth in their CEMEX decision. Under this new standard, a union that possesses majority support (meaning 51 percent or more workers have signed a union authorization for representation card) can now request that an employer recognize that union as the designated representative and negotiate a collective bargaining agreement. If the employer refuses to negotiate or does not file a petition for election within 14 days, the employer commits an unfair labor practice for failing to bargain in good faith. This new standard is the best organizing tool given to us in decades because it possibly eliminates weeks and months of employer intimidation and other union-busting tactics. District Council 82 (Minnesota, Montana, North Dakota, South Dakota, Wisconsin) was one of the first unions in the country to receive a bargaining order utilizing the CEMEX framework during their Smith Painting Campaign in Minnesota. DC 82 Director of Organizing Art Hill shared best practices with the directors on utilizing the CEMEX framework to organize. We believe the CEMEX framework will be a great organizing tool going forward, thanks to the NLRB's General Council Jenifer Abruzzo and the Biden Administration.



March is Women's History Month, and for the first time in its history, the IUPAT has four women directors of organizing. L to R: Savannah Palmira (DC 5), Mandy Jo Ganieany (DC 30), Claire Cawley (DC 57), and Rixi Castillo (DC 10).



The Directors of Organizing met on the Hanover campus in January.

IUPAT INTERNATIONAL & AFFILIATED FUNDS

STAFF RETIREES

Rick Matthews

IUPAT (1981-2023)

Rick Matthews joined District Council 6/Local Union 438 (Steubenville, Ohio) in June 1981 as an apprentice. An industrial painter by trade, he worked throughout the United States as a journey worker and, later, a project manager.

In December 2004, he was hired as an apprentice coordinator for District Council 51 (Maryland, District of Columbia, Virginia). In January 2009, he became a business representative for District Council 51/Local Union 1 (Baltimore).

In September 2015, he joined the LMCI as an industry liaison for the Eastern Region.

In July 2021, Matthews became a general representative for the IUPAT and remained in that position until his retirement in December 2023.

Jack White

IUPAT (1976-2023)

Jack White was initiated into Local Union 138 (Burnaby, British Columbia) in 1976. A commercial painter by trade, White held several positions with LU 138, including recording secretary (elected) in 1981, president in 1983, and full-time business representative (elected) in 1989.

In 1998, he was elected as the first business manager/secretary-treasurer of the newly minted District Council 38.

In 2000, White joined the IUPAT as general president's representative and remained in that position until his retirement in December 2023.

WE ARE UNION STRONG



GOVERNMENT AFFAIRS UPDATE

General Vice President for Government Affairs Liz McElroy

Recently, I had the opportunity to spend some time with trade union leaders from around the world as they met in Washington, D.C. They shared stories about organizing, and the solidarity and the power of the global labor movement struck me. One theme that resurfaced over and over was the concept of democracy and how it is both fragile and resilient.

Oftentimes, we think of “democracy” as it relates to election administration—which is an important part of it—but it is so much bigger than that and so much more directly connected to our daily lives as IUPAT members. Democracy is also about what happens in our workplaces and even our right to have a union... and we all play a role in protecting it.

At its core, democracy simply means that we make decisions about our future, together. The majority rules and the minority is protected.

On our job sites, we express democracy through our union. We come together to bargain contracts so that our bosses have a set of rules they have to abide by. In our country, we express democracy through voting and advocacy so that the wealthy and well-connected don't make decisions that govern our lives and our communities unchecked. Democracy is a core value of the IUPAT and of unions across the globe. In fact, the presence of a strong union movement is a key indicator of whether a country has a functioning democracy.

Democracy is not stagnant, though. In order to survive and thrive, people, including all of us, need to participate. Democracy is also not guaranteed. Keeping our rights takes hard work, but not as much work as gaining them back if we lose them.

In Florida, workplace democracy is under attack by extreme politicians who passed a law to rob public sector workers of their union. Within six months of the bill taking effect, 30 non-IUPAT local unions in Florida had already lost their unions and their contracts. Imagine if one day you showed up to work and you no longer had a union contract to protect you—a contractor could demand you show up hours earlier than your start time, and a boss could deny you safety equipment. In Florida, thousands of IUPAT members' job protections, pay, and benefits are under attack because of extreme politicians.

In the United States and Canada, our civic democracies are under attack, too.

Our union fights for our democratic rights at work, at home, and in our community. We have the right to come together and bargain collectively to demand fair pay and sufficient benefits so we can provide for our families. Likewise, we have the right to demand our government works for us, not for the wealthy and well-connected who want to rewrite the rules of the economy to benefit themselves.

So, what does this look like in reality? It can take a lot of forms but it is as simple as showing up and being involved in our union, in our communities, and our elections. Things like:

- Attending union meetings to learn about the priorities of the union.
- Participating in calls to action to call or send emails to legislators about bills at the local, state, provincial, or national level.
- Talking to your Local Union reps about what you are active in outside of work. There may be things the union and your community can do together.
- Signing up for trainings, workshops, classes and IUPAT Communications emails so you always know what is happening and how you can be involved.
- Getting the facts on where your elected officials and candidates for office stand on some of our key issues like right-to-work, protecting prevailing wage, and registered apprenticeships.
- Voting in elections at all levels of government.

Later this year, IUPAT members from across the United States and Canada will come together at our 33rd General Convention to participate in our union's most fundamental work—to debate key issues and discuss our union's future. That's what unions do best. We listen to each other's opinions, debate an issue, and then make a decision together. That's what democracy is.

This year, there are two big tests for our democracy. To protect our workplace democracy, we'll come together at the Convention to renew our commitment to each other and our union. To protect our civic democracy, our American members will participate in our presidential election this November. Our Canadian members will do the same in 2025. Our commitment to each other means holding powerful people accountable, whether they're an employer or a politician, and standing together for the principles that unite us.

POLITICAL ACTION

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

SECRETARY OF TRANSPORTATION PETE BUTTIGIEG AND NEW HAMPSHIRE SENATORS MAGGIE HASSAN AND JEANNE SHAHEEN VISIT DC 35'S TRAINING CENTER

Secretary of Transportation Pete Buttigieg and New Hampshire Senators Jeanne Shaheen and Maggie Hassan recently visited District Council 35's training facility in Brentwood, New Hampshire, to show support for union apprenticeships like ours and the vital role we play in bolstering America's infrastructure.

This visit highlighted the importance of registered union apprenticeships, particularly in light of the Bipartisan Infrastructure Deal. This game-changing legislation provides federal funding to improve our country's infrastructure, promising over \$1 billion in investment for New Hampshire's roads and bridges and fueling the creation of thousands of union jobs across the state.

During the visit, the delegation met with General President Jimmy William Jr., DC 35 Business Manager/Secretary-



L to R: Senator Jeanne Shaheen, DC 35 BM/ST Christian Brennan, Secretary of Transportation Pete Buttigieg, General President Jimmy Williams Jr., and Senator Maggie Hassan.

Treasurer Christian Brennan, and over 80 apprentices. They emphasized the importance of workforce development programs and apprenticeship initiatives in ensuring we have a skilled workforce to meet increased demands. Apprentices training in commercial painting, industrial bridge painting, wallcovering, drywall finishing, and glazing represent the next generation of skilled workers essential for executing infrastructure projects efficiently and effectively.

"New Hampshire workers are gaining the skills they need for the new jobs created by President Biden's \$1 billion investment in our state's infrastructure projects. As the union for building trades workers across New Hampshire, IUPAT



DC 35 is proud to help expand our skilled workforce and support the good-paying union jobs on critical projects like the new bridge overpass coming to Londonderry on I-93," said BM/ST Brennan. "Union apprenticeship programs are a key part of the union difference, helping workers earn while they learn on their path to a strong career in the building trades. We thank Secretary Buttigieg, Senator Shaheen, and Senator Hassan for their leadership and look forward to continuing the work of IUPAT DC 35's apprentice program, which is essential to creating the skilled workforce that will help grow our economy and build New Hampshire's future."

This visit reminds us of the importance of having political leaders who support working families and champion initiatives that promote economic opportunity and upward mobility for all. Our union plays a vital role in fighting for workers' rights in all aspects of their lives, including on the job site and in the local, state, and federal government.



Secretary of Transportation Pete Buttigieg watches a demonstration by glazier apprentice Reuben Thomas (LU 1044, Boston).

DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

DC 57 HOSTS CONGRESSMAN CHRIS DELUZIO'S RE-ELECTION KICKOFF

On January 23, 2024, Congressman Chris Deluzio (PA-17) kicked off his reelection campaign at District Council 57's training center in Collier Township, Pennsylvania.

DC 57 Director of Government Relations Joe Hughes addressed the assembled crowd of labor and community partners, stating, "Congressman Deluzio has been one of the most reliable advocates we have in Congress. He always has the concerns of the working class at the top of his mind when he's making decisions in Washington, and we're proud to have his back."

From sponsoring legislation like the Railway Safety Act or securing hundreds of millions of dollars in infrastructure money for Western Pennsylvania, Congressman Deluzio is an asset in the House of Representatives. District Council 57 proudly supports him.



Congressman Chris Deluzio

JOB CORPS

National Project Coordinator Lawrence Burgess

LOOKING FOR QUALIFIED PRE-APPRENTICES FOR WORK IN YOUR AREA?
CONTACT OUR JOB CORPS PLACEMENT COORDINATORS:

CENTRAL WEST **CENTRAL EAST**
JAMES STAATS | (410) 491-6505 TIM SORRELL | (202) 262-0537

SAFARI MUYOBE

Congratulations to District Council 21/Local Union 1955 (Philadelphia, Pennsylvania) member Safari Muyobe on receiving the Job Corps Hall of Fame 2023 Successful Graduate Award. He was honored by the Department of Labor and Job Corps at the Job Corps Leadership Summit in December 2023.

Brother Muyobe, an immigrant from Tanzania, is a graduate of the Keystone Job Corps Center (JCC) in Drums, Pennsylvania. After arriving in the United States, he turned to Job Corps to learn English, earn his high school diploma, get his driver's license, and obtain career skills. In 2023, Muyobe was hired into a drywall apprenticeship with DC 21/LU 1955 where he is thriving.

Congratulations, Brother Muyobe!



L to R: Keystone JCC Director Kelly King, Safari Muyobe, and Job Corps Northeast Field Coordinator Steve Padrusnak.

Scan with your phone's camera to learn more about the IUPAT Job Corps Program.



DC 3 Director of Training Jeremy Jackson hands the Excelsior Springs Job Corps Center keys over to new Painting Instructor Mikha Green.

DISTRICT COUNCIL 3 | MISSOURI, KANSAS

CHANGES AT EXCELSIOR SPRINGS JOB CORPS CENTER AND DISTRICT COUNCIL 3

In December 2023, Excelsior Springs Job Corps Center (JCC) in Missouri, and District Council 3 made some exciting changes. Mikha Green took over as painting instructor for Excelsior Springs JCC, while Jeremy Jackson moved into the position of Director of Training for DC 3. The two will work closely together and support one another within their new roles.

MEMBER SPOTLIGHT

DISTRICT COUNCIL 3 | MISSOURI, KANSAS

JEREMY JACKSON

District Council 3/Local Union 2012

In December 2023, Jeremy Jackson became the Director of Training for District Council 3. Prior to that, he served as the painting instructor for the Excelsior Springs Job Corps Center (JCC) in Missouri. He is the first Black Director of Training for the IUPAT and is one of the first master industrial painters in Kansas City, Missouri.

After graduating from Pittsburgh State University in 2011, where he excelled in athletics, Brother Jackson returned to his home state of Texas to be closer to his family. However, after a few years, he realized he was unable to find the stability he wanted to provide for his family. In 2014, he packed everything and headed to Kansas City, Missouri, where he joined District Council 3/Local Union 2012 at age 27.

In 2019, after seven years of hard work and commitment to his craft of industrial painting, Jackson was hired as the painting instructor at Excelsior JCC. He's earned several certifications over the years, including OSHA 502, CAS Level II, NACE CIP Level 1, and Scaffold Safety Awareness. In 2022, he received an outstanding performance award for his role as a pre-apprenticeship instructor while working with the IUPAT Job Corps Program.

Director of Training Jackson has many duties in his new role, including recruiting and retaining apprentices within District Council 3, maintaining and regulating standards and policies, overseeing the financial responsibilities of daily operations, evaluating the educational performance of instructional staff, and maintaining rapport with state and federal agencies.

He is an active member of Local Union 2012 and attends meetings regularly. He is also a proud member of the Coalition for Black Trade Unionists (CBTU) and the IUPAT Black CORE Committee. "I love being a part of a group of people who you are not afraid of fighting for a better living," said Jackson when asked to say a few words on union pride.

He also spoke highly of fellow LU 2012 member Glenn Gant, a commercial painter for INSCO Industries in Kansas



Jeremy Jackson

City, Missouri. The two worked together in Jackson's early days on the job and Jackson considers him a life mentor.

He would advise anyone considering joining the union that while it can be challenging, it is also an opportunity for growth. For those looking to elevate themselves within the union, he said, "First, make sure you are doing it for the right reasons. Second, understand that elevation requires constant growth. Growth is not an easy thing; it requires constant evaluation of self, a willingness to change, and discipline. You must understand how important it is to balance your priorities for a full and healthy life."

Congratulations, brother! Thank you for leading by example and for the motivation.

MEMBER SPOTLIGHT

DISTRICT COUNCIL 3 | MISSOURI, KANSAS

MIKHA GREEN

District Council 3/Local Union 2012

In December 2023, Mikha Green became the painting instructor for the Excelsior Springs Job Corps Center (JCC) in Missouri. She is the second Black female instructor for the IUPAT Job Corps Program and the first Black female instructor at Excelsior JCC.

Sister Green, a painter and drywall finisher by trade, joined District Council 3/Local Union 2012 in 2017. Before beginning her career in the trades, she worked as a manager in the food service industry. She's always had a passion for cooking, but that path did not provide the opportunities she was hoping for. That's when she turned to the IUPAT Job Corps Program.

Green moved from her hometown of Omaha, Nebraska, by herself and joined the Job Corps pre-apprenticeship program at Excelsior Springs JCC in 2015. In 2016, Job Corps Field Placement Coordinator Jimmy Staats spoke to her class about the benefits a union life could offer. "I was a little skeptical at first because I did not think I could do it," said Green. However, Brother Staats and FTI Apprentice Program Specialist Dan Hink continued to encourage her throughout her apprenticeship. As a result of that support, in 2017, Sister Green joined District Council 3's apprenticeship program in Kansas City, Missouri. Within five years of apprenticing, she received many certifications, including those for OSHA 10 Construction, Respirator Fit Test, and Aerial Lift Awareness.

In her new position at Excelsior Springs JCC, the same place where she began her journey, Instructor Green works with students aged 15-25, teaching them union and life skills. She told us, "In this role, I wear many hats, from being an instructor to being a voice of reason to being a support system." She also works closely with union contractors, arranging introductions between them and the journey workers who may one day work for them.

Outside the training center, Sister Green is also an active member of DC 3 and LU 2012, having served as delegate, trustee, and on the local women's committee. She is also a



Mikha Green

member of the Coalition for Black Trade Unionists (CBTU), the IUPAT Black CORE Committee, the LGBTQ CORE Committee, and the Women's CORE Committee.

When asked how the union has benefited her, Green told us, "What I love about being a union member is the unlimited growth within myself and how the individuals around me have shaped me into the woman I am today. I also love having the opportunity to give back to our youth and letting young women see that they can still rock their lipstick and rock their tools. I've always wanted to have a greater purpose. I feel like the union gave me that by helping me (and other young people) understand that although we may come from different walks of life and struggle with different challenges when given the right support system and opportunities, we can make a big difference in our own lives and the lives of others."

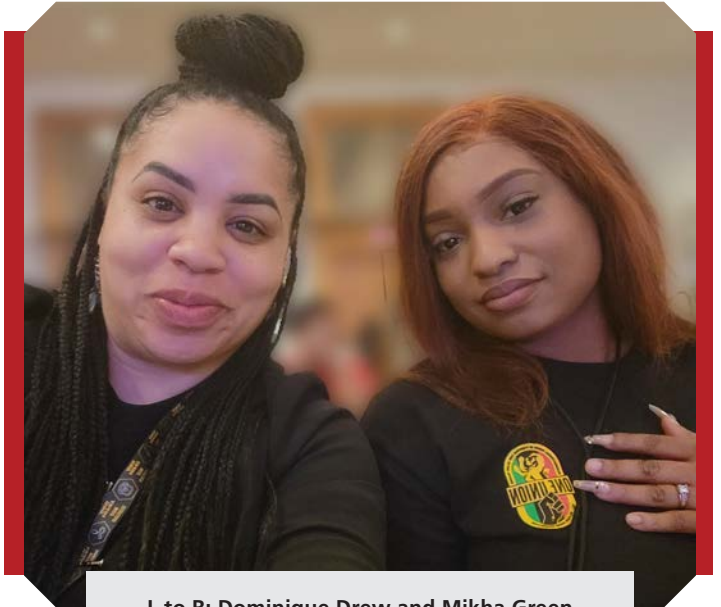
Sister Green also told us that before joining the union, she had no idea what a strong support system looked like. However, everything changed once she began networking and attending Tradeswomen Build Nations. It set the tone for her to get more involved in union activities and introduced her to mentors like Job Corps Field Coordinator Mike Anderson, District Council 3 Director of Training Jeremy Jackson, and DC 82 Director of Organizing Art Hill. "My biggest inspiration is Ms. Dominique Drew (DC 9/LU

1087). Hearing her story lit a fire under me like no other. Her ambition to keep pushing for greatness even if the odds are against her is incredible. She challenges my mind, and it has truly been a blessing. Sister Drew, Brothers Jackson, Anderson, and Hill, and the CORE Committees have helped me push through some challenging times,” said Green.

When asked what advice she would offer those considering joining the union, Sister Green said, “Don’t consider joining, just join. The goals you dream about can become a reality sooner than you know.”

For those looking to elevate themselves within the union, she said, “Although you may be met with obstacles and individuals who try to discourage you, try to focus on surrounding yourself with people who give you the resources, knowledge, tools, and love needed to better yourself. Don’t give up. Keep pushing past the speedbumps because there is always someone there to lift you up, even if you don’t see them yet. Keep pushing. This is only the beginning.”

Congratulations, Sister Green. Your story inspires us all, and we can’t wait to see what you’ll achieve next!



L to R: Dominique Drew and Mikha Green

THE SAME PEOPLE WHO

ATTACK WOMEN'S RIGHTS

ALSO

ATTACK LABOR RIGHTS.



IUPAT.ORG

THE INTERNATIONAL FINISHING TRADES INSTITUTE

APPRENTICES ON THE RISE

Increasing our apprenticeship ranks is crucial to every other initiative in our union—including organizing, training, and strengthening our pension fund to care for our members in retirement while ensuring all active members have the same benefits when they retire.

Pre-Apprenticeship Programs are Key

The earlier we introduce young men and women to our trades and the opportunities being a union member offers them, the more successful we will be in building a younger and larger IUPAT. The IUPAT works with private, community, and public pre-apprenticeship programs to achieve that goal.

One of the signature programs in the United States is the Job Corps program. Created by President Lyndon Johnson in 1965, Job Corps trains students in a variety of fields such as manufacturing, automotive, hospitality, information technology, and, of course, construction. The IUPAT became a partner with Job Corps in 1969 and has since trained tens of thousands of students in the program in our trades. Today, the IUPAT is ranked as the top training program in the Job Corps.



Now, under the direction of the Finishing Trades Institute, IUPAT Job Corps instructors and representatives are coordinating efforts directly with District Councils throughout the United States to place Job Corps graduates in an IUPAT apprenticeship program. This provides our union with a source of additional apprentices who are already trained under the IUPAT apprenticeship curriculum while in Job Corps.

So far in 2024, placement numbers (i.e., the number of people who have been successfully placed in an IUPAT apprenticeship) already exceed the total number of students placed all of last year.

As we continue to recruit more apprentices, participation in pre-apprenticeship programs is a key to our success. Read more below about how one of our programs has put this plan into action.

FTI Midwest Awarded Apprenticeship Missouri 2023 Provider of the Year

In a statewide initiative to recognize excellence in apprenticeship programs, the Missouri Department of Labor named the FTI Midwest Apprenticeship program of District Council 58 as the Apprenticeship Missouri 2023 Provider of the Year. The annual award, without a formal application process, relies on nominations from representatives within the Department of Labor. This year, the Missouri DOL selected FTI Midwest as a program that has demonstrated exceptional efforts in rebuilding relationships and fostering meaningful employment opportunities throughout the state.

The *Journal* spoke with DC 58 Director of Training Kevin Harned on the award and how FTI Midwest made the grade.

A part of earning this award is an emphasis on community relationships. What was your approach to accomplish this?

DoT Harned: Coming out of the pandemic, a multitude of organizations that had been in a holding pattern were eager to develop relationships with us. We participated in job fairs,



IUPAT Job Corps National Project Coordinator Lawrence Burgess.



The award-winning team. Back Row, L to R: Instructor Robert “Dean” Whiteman, Industrial Paint Instructor Ronald Goodnick, Instructor Jason Bower, Assistant Director of Training John Buchholz, Drywall Finishing Instructor Timothy Largent. Front Row, L to R: Instructor Roberto Morales, Director of Training Kevin Harned, Administrator Erin Smith. Not pictured - Instructor Timothy Deves.



but the in-house tours and workshops with partners have produced the most fruit. Community partners, Job Corps, and school counselors can be our best friends in gaining members from nontraditional sources.

We provided them with wage sheets and beneficial information, made our training centers available for tours and workshops, and created an easier online application and linked it to a QR code for 24/7 application access. We made sure that when those applications were submitted, they were immediately received by the Organizing department and at least one business agent in addition to the school.

We have had the entire fire protection district perform training for active firefighters at our facility. We are currently working with the local police department to allow them to provide some training to their department. This truly helps us become part of the community.

What kind of growth in apprentices did you experience?

Throughout the District Council, our overall apprentice numbers are at all-time highs, surpassing our previous numbers by 50 percent or more. Our minority participation overall has been as high as 38 percent while maintaining a 20 percent participation of women in our painting and drywall trades.

What kind of activities did you undertake with the program to generate higher interest in the trades? What are you most proud of?

Looking for win-wins with partners (community, Job Corps, and schools) has been the most rewarding. Having a key person take ownership and handle those communications is important and provides fewer opportunities to fall through the cracks. We try to meet needs and take honest obstacles off the table. We looked for partners to provide needed assistance in English as a Second Language (ESL), driver education, financial courses for responsible car ownership, and other needs. There are many organizations that you can partner with that work off their own grants, and then we just need to facilitate the courses. Often, this can be done with no cost to our funds. If you want assistance finding some of these sources, reach out to High Road Alliance, which assists training centers under the blanket of the iFTI and the IUPAT.

I am most proud of our staff at the training centers and our District Council, who have buy-in into the program. It's truly where the rubber meets the road. Our apprenticeship instructors and administrative staff, District Council Staff, committees, trustees, membership, and contractors all supported the program. Our Business Manager/Secretary-Treasurer, Carl Farrell, always provides any support that is needed.

What does 2024 look like for your program? Do you have some specific plans already in the works?

We are currently working on four different pre-apprentice programs within our District Council that will be coming on board in 2024. Again, High Road Alliance can be a wonderful asset in helping you kickstart your pre-apprenticeship programs. No set blueprint will meet every need, but together, we are creating blueprints that will work in almost any situation.

Congratulations, FTI Midwest, on your well-earned award and recognition.

Associate Instructor Training Program Graduates

Congratulations to the recent graduates of the iFTI Associate Instructor Training Program.

Jessica Marques	DC 36
Juan Medina	DC 36
Oscar Montano	DC 36

IUPAT Gateway Program Highlighted by DOL

The Finishing Trades Institute has initiated the Gateway Program, which is designed to facilitate collaboration between the Finishing Trades Institute, District Councils, regional adult education providers, and workforce development partners. The primary objective is to offer English as a Second Language (ESL) services to potential new members, as well as current apprentices and pre-apprentices within the organization. This program aims to enhance the language skills of non-native English speakers, focusing specifically on workplace-related language proficiency, including industry-specific terminology and communication skills.

The U.S. Department of Labor recently highlighted a workshop in Nashville, Tennessee, that brought together various stakeholders involved in the IUPAT Gateway Program across 11 locations, spanning from Oakland, California, to Orlando, Florida. Among the participants were representatives from the Office of Labor-Management Standards, local contractor employers, IUPAT District Council representatives, staff from jointly run union and employer apprenticeship programs, as well as appointed and elected government officials. Workforce development and adult education providers were also present at the workshop.

Read more about the workshop and initiative reported by the DOL under the news section on iFTI.edu.

A. L. "MIKE" MONROE/RALPH D. WILLIAMS, III SPORTS SCHOLARSHIP AWARDS PROGRAM

At the International Union of Painters and Allied Trades Convention in 1999, the A. L. "Mike" Monroe and Ralph D. Williams, III, Sports Scholarship was introduced and ratified into the Union's Constitution. This groundbreaking program was created to offer student athletes the opportunity to pursue their athletic ambitions while earning an advanced educational degree at the academic institution of their choosing.



In 1,000 words, describe why you should receive this award!

Despite their athletic talent, neither man had the resources to attend college and instead joined the Union at a young age. This scholarship, named in their honor, gives IUPAT members' children the chance to attain a higher education.

All applicants must meet the following requirements:

- He/she must be a legal dependent of an IUPAT member in good standing.
- Supply an official high school transcript.
- A complete history of athletic participation and special recognition in high school.
- Register with the NCAA Clearing House and declare the athletic program in which he/she will be participating.
- A letter of recommendation must be submitted from the coach or athletic director of the institution the applicant has been accepted and has chosen to attend.
- A complete record of additional financial aid. The award is contingent upon the student enrolling in the school of their choice within one year of the award date or the award is forfeited.

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

APPLICATION FORM (MUST BE SUBMITTED WITH THE ESSAY)

Last 4 SSN/SIN _____

Name _____

Address _____

City/State/Zip _____

Date of Birth _____

Single/Married _____

Date of Graduation _____

Type of Sport _____

Male Female

NCAA Clearing House # _____

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

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

IUPAT Member's Name _____

Member's Last 4 SSN/SIN _____ Date _____

Graduation Date _____

Member's Signature _____

Scholarship applications must be submitted and received by May 29, 2024.

Please submit your applications to the IUPAT-A. L. "Mike" Monroe/Ralph D. Williams, III, Sports Scholarship, 7234 Parkway Drive, Hanover, MD, 21076. Winners will be announced June 2024.

INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES

S. FRANK "BUD" RAFTERY SCHOLARSHIP AWARDS

IUPAT Member 1935—1986 | General President March 1965—June 1984

At the 25th General Convention held in Washington, D.C., in August 1984, to honor his service to the International Union all his adult life, and his accomplishments and progressive thinking, a resolution was passed creating the S. Frank "Bud" Raftery Scholarship Fund.

At the 27th General Convention held in Washington, D.C., in August 1994, General President A. L. "Mike" Monroe and the General Executive Board, who believe strongly in the principles for which the Scholarship Fund was created, and the need to continue and enhance this Convention theme of Organizing, Education and Training designed to bring all of our members and their families

into the strategic planning and operation of our International Union through educational programs, passed a resolution to increase the S. Frank "Bud" Raftery Scholarship Fund to \$20,000, allowing for (10) scholarships of \$2,000.00 annually.

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

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



The selected **2024 topic for THE U.S.** is as follows:

2024 Presidential Election: Protecting Our Democracy & Communities.

Many Americans are fearful of a looming recession, continued inflation, federal policy response and the state of our job markets. To add to these fears is political polarization and how it will impact the future of the U.S. during the November 2024 Presidential Election. Our democracy is clearly at stake and Americans are preparing to brace themselves for what will inevitably be an

historical Presidential Election this coming November. Labor unions, civil groups and our local governments will need to unite to defend our democratic rights - not only during this pivotal election but into the future.

Understanding the charge of unions, explain how unions protect our democracy and impact our communities.

The scholarship awards are contingent upon the student attending a certified college, university, voc. tech./trade or other such institutes of higher learning. Award winners must enroll in the school of their choice within a year of the award date or forfeit the award.

Details and an application form are carried in a spring issue of the *Painters and Allied Trades Journal*. The deadline for essays to reach the International Union Headquarters is May 29, 2024 and winners will be announced in June 2024.

PLEASE NOTE: PREVIOUS SCHOLARSHIP WINNERS OF THIS AWARD OR THE MONROE/WILLIAMS SPORTS SCHOLARSHIP AWARD, DEPENDENTS OF IUPAT INTERNATIONAL STAFF, GENERAL OFFICERS OR FUND ADMINISTRATORS AND EMPLOYEES ARE NOT ELIGIBLE TO APPLY.

S. FRANK "BUD" RAFTERY SCHOLARSHIP APPLICATION FORM

Last 4 SSN/SIN _____ Name _____

Address _____ City/State/Zip _____

Male Female Date of Birth _____ Single Married Graduation Date _____

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

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

Local Union Number of IUPAT member _____ IUPAT Member's Name _____

Member's Signature _____ Member's Last 4 SSN/SIN _____ Date _____

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

MAIL TO:
IUPAT Scholarship
Committee
7234 Parkway Drive
Hanover, MD 21076

INTERNATIONAL UNION OF PAINTERS & ALLIED TRADES

S. FRANK "BUD" RAFTERY SCHOLARSHIP AWARDS

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into the strategic planning and operation of our International Union through educational programs, passed a resolution to increase the S. Frank "Bud" Raftery Scholarship Fund to \$20,000, allowing for (10) scholarships of \$2,000.00 annually.

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

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

The selected **2024 topic for CANADA** is as follows: **Explain how inflation is affecting Canada's working-class families.**



The scholarship awards are contingent upon the student attending a certified college, university, voc. tech./trade or other such institutes of higher learning. Award winners must enroll in the school of their choice within a year of the award date or forfeit the award.

Details and an application form are carried in a spring issue of the *Painters and Allied Trades Journal*. The deadline for essays to reach the International Union Headquarters is May 29, 2024 and winners will be announced in June 2024.

PLEASE NOTE: PREVIOUS SCHOLARSHIP WINNERS OF THIS AWARD OR THE MONROE/WILLIAMS SPORTS SCHOLARSHIP AWARD, DEPENDENTS OF IUPAT INTERNATIONAL STAFF, GENERAL OFFICERS OR FUND ADMINISTRATORS AND EMPLOYEES ARE NOT ELIGIBLE TO APPLY.

S. FRANK "BUD" RAFTERY SCHOLARSHIP APPLICATION FORM

Last 4 SSN/SIN _____ Name _____

Address _____ City/State/Zip _____

Male Female Date of Birth _____ Single Married Graduation Date _____

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

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

Local Union Number of IUPAT member _____ IUPAT Member's Name _____

Member's Signature _____ Member's Last 4 SSN/SIN _____ Date _____

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

MAIL TO:
IUPAT Scholarship
Committee
7234 Parkway Drive
Hanover, MD 21076

2024 IUPAT FINISHING INDUSTRIES FORUM



LMCI Director Tim Stricker welcomed the largest crowd yet to attend the Finishing Industries Forum.

IUPAT General President Jimmy Williams Jr. welcomed attendees with a bright outlook on our future, talking about infrastructure investment and the expansion of work in the field. "We have a unique opportunity to change the landscape of our industry going forward," he said. "I truly believe that we are primed for growth, primed to meet the moment."



Each year, the Painters and Allied Trades Labor Management Cooperation Initiative (LMCI) and the International Union of Painters and Allied Trades host contractors, industry specialists, and local IUPAT leaders and representatives at the Finishing Industries Forum. This event provides presentations and breakout sessions that offer insight into how we, as industry partners, can expand our workforce and market share.

This year's event drew the largest number of attendees in its nearly 20-year history. It offered, among other speakers, an economic forecast for the construction industry, a look at how trends and technology like AI could shape how we do our work every day in the not-too-distant future, and an address by North America's Building Trades Union President (and fellow IUPAT member) Sean McGarvey.

The event organizers also put together craft-specific breakout sessions that focused on issues relevant to each industry. In addition to getting more information and resources on their

respective crafts, attendees had the opportunity to network with others in their field.

Once again, this year, the Dennis Doran Soft as Steel podcast moderated a panel discussion, guest hosted by our own Madison Hull, Director of Service for District Council 16 (Northern California, Nevada). The subject for this episode was how to build on our progress in bringing women into the union and trades.

The Finishing Industries Forum 2025 will be February 3-5, 2025. Be sure to save the date!

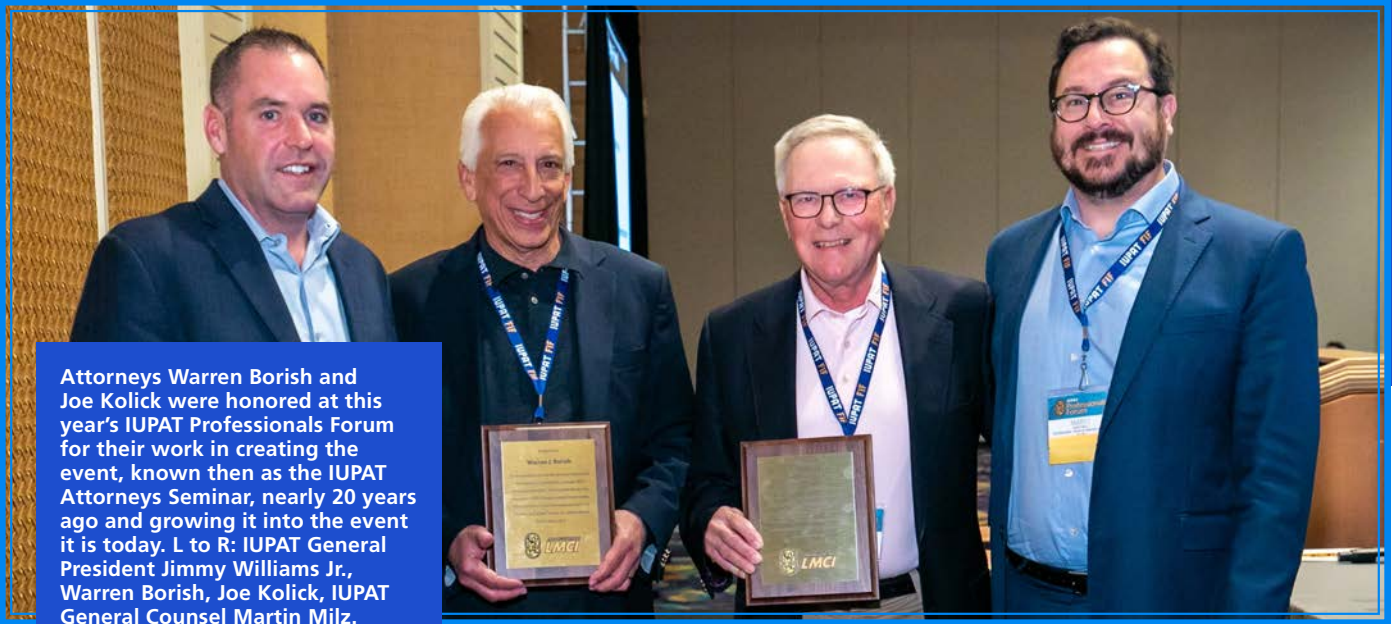


Each year, the union honors a member of management for their dedication to building a better labor movement and construction industry. This year, General President Jimmy Williams Jr. presented Art Aivaliotis of Avalotis Painting with the Robert Swanson Award for Leaders Among Management. Aivalotis is a long time IUPAT employer and former trustee. L to R: General President Jimmy Williams Jr., Art Aivaliotis, Robert Swanson, LMCI Director Tim Stricker.

IUPAT PROFESSIONALS FORUM A GROWING SUCCESS

In conjunction with the Finishing Industries Forum, the IUPAT held its Professionals Forum. Aimed for those who serve our District Councils and the International as professionals

in law, accounting, and other services, attendees received information on a variety of topics ranging from cybersecurity to current developments in the NLRB.



Attorneys Warren Borish and Joe Kolick were honored at this year's IUPAT Professionals Forum for their work in creating the event, known then as the IUPAT Attorneys Seminar, nearly 20 years ago and growing it into the event it is today. L to R: IUPAT General President Jimmy Williams Jr., Warren Borish, Joe Kolick, IUPAT General Counsel Martin Milz.

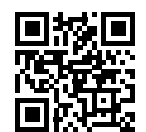
Being an **IUPAT** Member Has its Privileges

Union Plus makes everyday life more affordable with wireless savings, flower and gift savings, discounts at restaurants and on movie tickets and live events, and much more.

Exclusive Discounts for IUPAT Families



See more at unionplus.org



April 30 INTERNATIONAL PAINTERS APPRECIATION DAY



IUPAT HELPING HAND

Helping Hand Director Chris Scheiblein

The Helping Hand Program and its District Council Champions have increased their devotion and efforts, and the results have been overwhelmingly positive. Their willingness to have difficult conversations with members about the struggles that accompany behavioral health issues, including the overdose loss of a loved one or co-worker, loss by suicide, or simply talking through life stressors and concerns, has made all the difference. Their commitment has shone through, and they have been able to connect their members with the proper resources within their District Council.

In addition, we have increased our awareness and education surrounding cultural change and the need to take care of each other and positively reinforce member well-being. We are eager to keep the momentum high and continue to build connections that solidify helping one another.

If you, a coworker, or a loved one are experiencing stress or mental discomfort, or you feel your current situation is unmanageable, help is available. Please find out who your District Council's Champion is, look at the number on the back of your health card, visit your District Council's website, or visit IUPATHelpingHand.com. You and your loved ones are worth it! To learn more about Helping Hand, you can email me directly at cscheiblein@iupat.org.



Chris Scheiblein

DISTRICT COUNCIL 5 | WASHINGTON, ALASKA, IDAHO, OREGON, UTAH

HELPING HAND CHAMPION ANTHONY THOMPSON

My name is Anthony Thompson, and I am the Business Representative for District Council 5/Local Union 300 in Seattle and Western Washington. A few years back, DC 5 Business Manager/Secretary-Treasurer Todd Springer asked me to take on the responsibility of being the Helping Hand Champion for DC 5. This role is very important because substance use disorder, challenges to mental health, and suicide have touched the lives of most of our union, as well as myself and my immediate family. My role as Helping Hand Champion is to be of service, not just in my Local Union but all of the Local Unions in my District Council. I get to help by being a point of contact when a member, or a member of their family, is going through a mental health challenge or dealing with issues related to substance misuse. I know how difficult it can be to reach out for help and the powerlessness that comes along with suffering and times of uncertainty, so having the ability to make a difference in someone's life is something I take great pride in. This role has given me the opportunity to be a shoulder to cry on—an active listener for someone to vent to and let off pressure. I have also helped members find housing and ensure contact with our Employee Assistance Program so levels of treatment and counseling could be introduced.

Last year, our labor and management partners on our DC 5 medical trust, Employee Painters Trust (EPT), agreed to contract with an Employee Assistance Program (EAP). Their services include financial planning, first-time home buyer seminars, pet insurance, will-writing, helping in acute situations involving substance misuse, and all forms of mental health issues and challenges. Our members now have the ability to simply pick up the phone or go online and get in contact with a clinician who is trained and certified to help. This is a huge step for our District Council. This program has the potential to help so many members and in turn, will provide cost savings to our medical plan.



Anthony Thompson

I would like to thank BM/ST Springer for his support and for entrusting me with this privilege.

DISTRICT COUNCIL SPOTLIGHT

DISTRICT COUNCIL 5 |
WASHINGTON, ALASKA, IDAHO,
OREGON, UTAH

AN INTERVIEW WITH DC 5 BM/ST TODD SPRINGER

Introduce yourself and some of your key staff.

My name is Todd Springer, and I am the Business Manager/ Secretary-Treasurer of District Council 5. I'm an AGMT-certified glazier and a 31-year member of District Council 5/ Local Union 740 (Portland, Oregon).

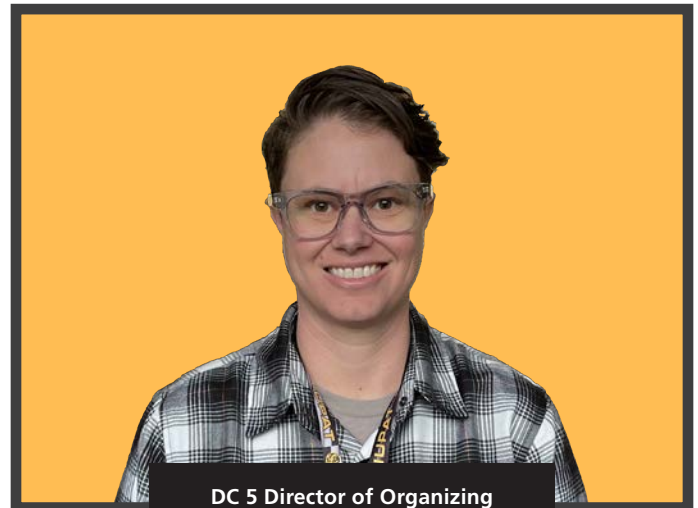
My career with the IUPAT began in 1992, when I moved from my home state of Montana to Oregon, and began with Harmon as an implant worker. I completed my glazing apprenticeship in 1997 and continued working in that field for many years before joining DC 5's Organizing Department in 2014. I was an organizer for almost two years and served as LU 740 business representative for four years. In that time, my union siblings and I organized many new contractors and more than doubled the size of LU 740.

In 2019, I successfully ran for BM/ST of DC 5 and was reelected in 2023 without opposition. In fact, the entire DC 5 elected staff ran unopposed. Our leadership team consists of Assistant Business Manager Lisa DeRosia, Director of Service Chris Bryant, Director of Organizing Savannah Palmira, Director of Government Affairs Chad Smith, Director of Training Sarah Swarthout, and Regional Director David Winkler at the District Council level. Business Representatives are Scott Oldham (LU 10), Brandt Goble (LU 77), Kirk Malcolm (LU 101), Kevin Brady (LU 188), Anthony Thompson (LU 300), Evelyn Anderson (LU 364), Rick Parthree (LU 427), Mike James (LU 740), Fred Hawkins (LU 1094), David Winkler (LU 1236), Drew Payne (LU 1238), and Bronson Frye (LU 1959).



DC 5 BM/ST Todd Springer

Director of Organizing Savannah Palmira is our most recent hire. In the short time they have been with us, their strategic thinking, persistence, and accountability have already started to pay off. This formula is exactly what our organizing team needed to **WIN** big for our members.

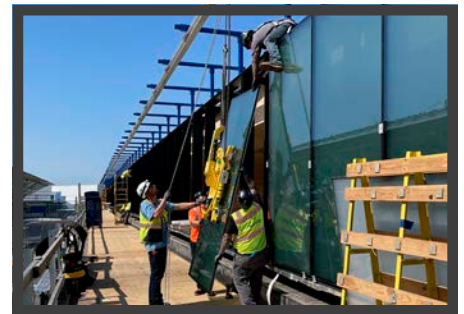
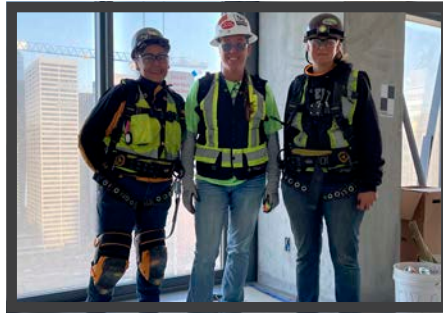
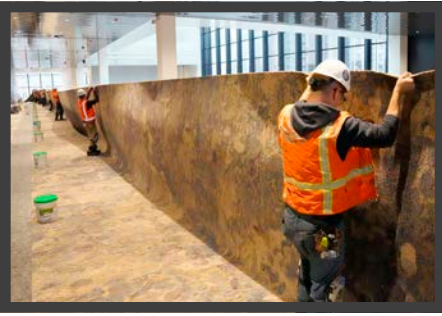


DC 5 Director of Organizing Savannah Palmira

I'm incredibly proud of our entire staff, including our field representatives and organizers. We work very hard to represent the members of DC 5 and look forward to continuing to push for changes that positively impact the lives of all workers within our jurisdiction.

FUN FACT

DC 5's jurisdiction is just over 1 million square miles... 1,002,750, to be exact. That is nearly 27 percent of the United States.



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

DC 5's new headquarters is located in Tukwila, Washington, just seven minutes to SeaTac between Seattle and Tacoma. Our jurisdiction covers the states of Washington, Alaska, Idaho, Oregon, and Utah.

We have a combined total of 6,000 members comprised of:

- LU 10 painters and traffic control stripers
- LU 77 painters and drywall finishers
- LU 101 drywall finishers
- LU 188 glaziers
- LU 300 painters and traffic control stripers
- LU 364 drywall finishers
- LU 427 painters and drywall finishers
- LU 740 glaziers
- LU 1094 paint makers, truck painters, and sign and display workers

- LU 1236 floor coverers
- LU 1238 floor coverers
- LU 1959 painters, drywall finishers, and glaziers (soon to include floor coverers).

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

Work in our two primary metro areas of Seattle, Washington, and Portland, Oregon, has slowed recently following a boom that lasted nearly a decade. However, work should soon pick up with upcoming significant projects at Intel (Portland metro area) and Microsoft (Seattle metro area).

Another project we're looking forward to is the building of a \$15B Micron chips facility in Boise, Idaho. This is the largest investment I have seen in our area in my 31 years as a member. We believe this will provide us with a great opportunity to organize in Idaho and expand our market share in the Boise area.

What projects, campaigns, or accomplishments are you most proud of?

- DC 5 is highly focused on ending unscrupulous contracting practices in our industries. We are here to protect the rights of all working people and take it very seriously.
- In 2021 and 2023, LU 10 painters working for the Signatory Painters Contractors Organization (SPCO) demanded better wages... and won. In 2021, they went on strike until SPCO agreed to a wage increase of more than \$7 an hour over three years. In 2023, a strike was averted at the 11th hour when SPCO offered \$9.15 in pay increases over three years. We affectionately refer to these moments of advocacy as our "Summers of Chaos."
- Our team is heavily focused on the floorcovering industry. We recently achieved a political win, bringing the Underground Task Force back to Washington. This will greatly assist our organizing team in efforts to stop the underground economy from using tactics like misclassification to steal our members' work and wages.
- We're reaching end roads on a glass campaign in Utah that we hope will bring more work and improve the lives of those workers forever.

What advice would you give to future leaders?

Give it your ALL, ALL of the time! Give back to your union... the future of our union depends on it!



DESIGN THE OFFICIAL POSTER FOR THE IUPAT 33RD GENERAL CONVENTION

Do you want to be part of IUPAT history? This is your opportunity to showcase your skills by designing the official poster for the IUPAT 33rd General Convention.

Entries will be judged by overall design, theme, and union pride. We encourage all participants to think outside the box.

All color schemes and design elements are welcome.

The artist of the selected design will be invited to the Convention as General President Jimmy Williams Jr.'s guest.

Entry Rules

- *Artist must be an IUPAT member in good standing or a relative of an IUPAT member in good standing.
- Poster must include the following details:
 - **33rd General Convention**
 - **IUPAT**, or International Union of Painters and Allied Trades
 - Convention Theme: **One Union. One Family. One Fight.**
 - Convention Dates: **August 26 - 30, 2024**
 - Convention Location: **Orlando, Florida**
- All entries must include:
 - A clear image of the artwork in .pdf, .jpg, or .png format. Chosen artist will be asked to submit original artwork.
 - Sizing Specifications: **Poster must be designed using either 18"x24" or 24"x36" (see scaled examples).**
 - A completed entry form.
- Entries must meet the above criteria to be eligible.

Entries may be included in future IUPAT publications and promotional materials.

18"x24"

24"x36"



*IUPAT INTERNATIONAL AND AFFILIATED FUNDS STAFF ARE NOT ELIGIBLE.

ENTRY FORM (MUST BE SUBMITTED WITH FINAL ARTWORK)

Artist Information

Name _____
Address _____
City/State/Zip _____
Phone # _____ Email _____

Artist's Signature

Entry must be the original work of the artist and must not infringe upon the copyrights, trademarks, rights of privacy, publicity or other intellectual property or other rights of any third person. By signing, I grant the IUPAT consent to reproduce my design, in part or in whole, in IUPAT publications and promotional materials. Such grant provides IUPAT non-exclusive "right of use" including edited versions of submitted artwork.

Member Information

Name _____
District Council Number _____
Local Union Number _____
Last 4 SSN/SIN _____
Member's Signature _____

IUPAT 33rd General Convention Poster Entries are due by 11:59 pm Pacific Daylight Time (PDT) on Sunday, June 16, 2024.
Please submit your entry form and files (.pdf, .jpg, or .png) to communications@iupat.org with "CONVENTION POSTER DESIGN" in the subject line. Chosen design will be announced August 2024.

VOID WHERE PROHIBITED

FEATURE: ONE UNION. ONE FAMILY. ONE FIGHT.

The theme of our upcoming 33rd General Convention could not be more fitting: **One Union. One Family. One Fight.**

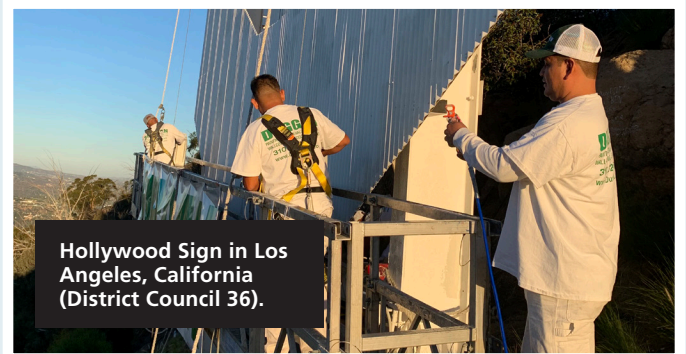
We are **One Union**, whether we're industrial painters working at shipyards in rural Louisiana ports or at petrochemical plants in Edmonton. We are **One Union**, whether we're drywall finishers building hospitals in Missouri, glaziers building skyscrapers in the blistering cold of Halifax, or industrial painters refreshing the Hollywood Sign in the heat of Los Angeles. We are **One Union**, whether we're commercial painters decorating with the finest of detail in New York City's historic Broadway theaters or beautifying the glorious hotels of the Las Vegas strip. We are **One Union**, whether we're floor installers laying floors for companies that define the global tech industry in Silicon Valley or Seattle. We are **One Union**, whether we're glaziers installing glass at stadiums like UBS Arena, where the New York Islanders play, or in Atlantic City, where we helped build the largest indoor waterpark in the world. We are **One Union**, whether we're public sector workers who work as caregivers for the aging in Florida or school support staff all across Iowa. We are **One Union**, whether we're trade show workers building the famous South by Southwest festival in Austin or Comic-Con in San Diego.



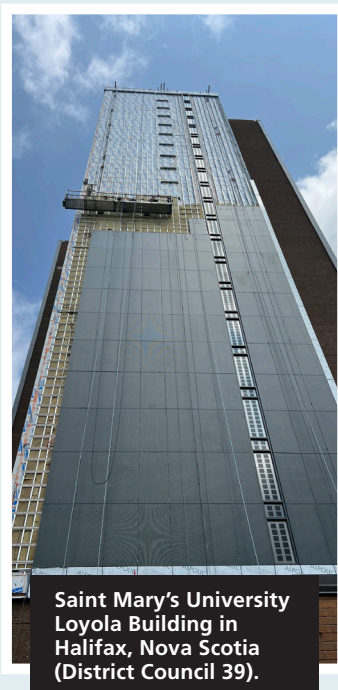
UBS Arena, home of the New York Islanders (District Council 9).



Island Waterpark at Showboat in Atlantic City, New Jersey (District Council 21).



Hollywood Sign in Los Angeles, California (District Council 36).



Saint Mary's University Loyola Building in Halifax, Nova Scotia (District Council 39).



University of Missouri Children's Hospital in Columbia, Missouri (District Council 58).



This historic moment demands that we are **One Union** now more than ever in our lifetimes. There are promising signs that we can and will conquer the tremendous opportunities in front of us. **In 2023, we gained more members in a single year than in over a decade.**

We are experiencing a second Industrial Revolution, particularly in the United States, with hundreds of multi-billion dollar megaprojects, the likes of which we have never seen at this scale. In Canada, the Greater Ontario Area has the largest crane count in all of North America and is arguably the place where our union can grow the most in the coming years. We must be **One Union** working in coordination with our signatory contractors bidding this work from coast to coast to ensure our members are on these megaprojects, no matter which jurisdiction it is, for one of our District Councils. We have the potential in front of us to write a defining chapter for our union. If we rise to the occasion with training, servicing, and organizing, it is possible that in the next decade, we could double our membership to nearly a quarter million members.

As **One Union**, we must make our North Star dominating market share to provide a secure middle-class life to hundreds

of thousands of workers in our trades who proudly carry IUPAT cards. As **One Union**, we must stand together across District Councils, Local Unions, and trades because what impacts one of us impacts all of us. Whether we're an industrial painter in Oregon or a drywall finisher in Quebec, we draw our strength and power from each other. As **One Union**, our collective well-being rests within each of us. Our future lies within our ability to stand up for each other, to mentor our apprentices, to actively attend meetings and to organize the unorganized. What we do together as **One Union** between this upcoming General Convention and the next one in five years' time will shape the future of our union. We have as good of an opportunity as we'll ever have to exponentially grow and improve the lives of all of our members.

The essence of unionism is that nobody is alone. As **One Family**, we're all in this together. What affects one of us affects all of us. No District Council, Local Union, or individual member exists on an island; we are bound to each other. Just as we are in part defined by the actions of those who came before us in our union, by each thing we do or don't do, we write our future and define what it will be. As **One Family**, we must acutely understand that



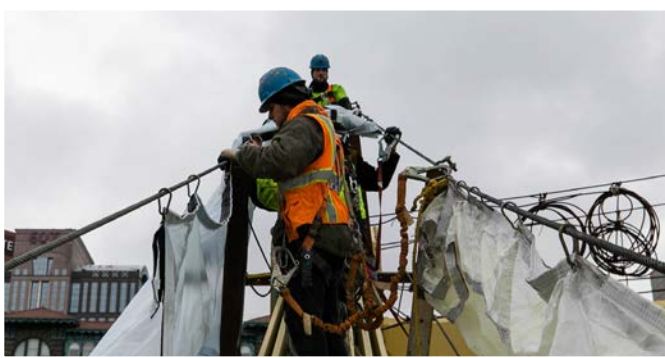
attacks on the rights of women, immigrants, different races, and members of the LGBTQ+ community are attacks on tens of thousands of our IUPAT brothers, sisters, and siblings. We must be united as **One Family** to protect and defend every member of our union family. The detail and care we put into our crafts must equally be put into our union. The dedication we have towards completing our projects on a day-to-day basis is the type of dedication that's necessary to mentor and guide our apprentices. As **One Family**, we must be compassionate with one another and care for each other. The health of our District Councils, Local Unions, and the entire membership is reliant on the commitment of our members. For many members of our union, IUPAT runs in our blood and our bones, often being brought into our union **One Family** by our personal family members who have lived the great life we all know our trades can provide. We must extend those opportunities to others who are unorganized or untrained and whose families can reap the rewards and benefits of living union. We must be graceful and thoughtful as we expand our **One Family** by the tens of thousands.

As an international Union that has proudly represented numerous trades instead of just a single trade, our existence has always been predicated on knowing that we are far stronger together, waging **One Fight**. We are glaziers, commercial and industrial painters, drywall finishers, floor installers, tradeshow workers, public sector workers, and more united as the International Union of Painters and Allied Trades. We stick together and fight for each other,



no matter what our craft is or where we live. In waging **One Fight**, we have so much to be proud of that we've accomplished in recent years.

Our union is currently investing the most we have in our history into new organizing efforts across North America. District Councils and organizers are showing up in force, providing ground support for one another in their ongoing organizing campaigns and blitzes. Perhaps nothing embodies this more than IUPAT members from California, Minnesota,



and Texas offering organizing assistance during a snowstorm in Ottawa to grow market share where we had none. Through the efforts and persistence of those organizers, over 40 contractors have been certified, and we've established an 85 percent market share in low-rise and high-rise residential paint in Ottawa, benefitting hundreds of workers in our trades in a place where our union had little presence.

District Councils 77 (Georgia, Alabama, Arkansas, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia) and 58 (Illinois, Missouri, Kentucky, Tennessee) are waging **One Fight** together, working hand-in-hand to successfully pressure a low-road, exploitative contractor in Tennessee and Georgia to end their shameful anti-worker practices in their jurisdictions.

District Councils 51 (Maryland, District Of Columbia, Virginia) and 36 (Southern California, Arizona, New Mexico) are waging **One Fight** together, and have played leading roles in successful campaigns to expand project labor agreements in Prince George's County (Maryland) and San Diego, which will ensure many more work opportunities for our members.

District Councils 16 (Northern California, Nevada) and 58 (Illinois, Missouri, Kentucky, Tennessee) are waging **One Fight** together. Both have won millions of dollars in back pay for workers in our trades who were taken advantage of by unscrupulous, non-union contractors.



Perhaps nothing embodies **One Fight** more than our united efforts to defeat anti-worker attacks on our public sector members in Florida who are bus drivers, caregivers for the aging, and school support staff. Instead of backing down, District Council 78 (Florida, Georgia) has added over 1,000 new public sector members in Florida and is organizing our bargaining units like never before to stand together as one.

When we stand together as the IUPAT, there is nothing we cannot accomplish.

As we wage **One Fight**, we must also assist our brothers, sisters, and siblings across other industries who are standing up and fighting back for dignity and security in their workplaces. In the last year, our union has embodied solidarity and firmly understood that the heroic struggles other unions are waging are also fights we must support.





Whether it be the UAW's victorious strike against the Big Three automakers or the SAG-AFTRA and WGA strikes in Hollywood, we have stood side by side with them on their picket lines. The fights of the working class, no matter the industry, are always the fights of the IUPAT. IUPAT members helped build and do maintenance work on the auto plants and the Hollywood studios, and it's in our interest to have the backs of the workers who work inside them as it inevitably impacts us as trades workers as well.

The attacks our public sector workers are facing in Florida are the same attacks teachers and nurses, who are also proud union members, face. As we wage **One Fight**, we must remain steadfast in trying to organize the hundreds of thousands of unorganized workers in our trades and grow our strength and market share in wide swaths of North America that show but faint traces of historical unionization. As we wage **One Fight**, we must preserve and cherish our

weapons like the picket line, the strike, and the boycott, and never let anyone take them away.

As we go forward into a bright future as **'One Union. One Family. One Fight.'** know that if we put everything into our IUPAT, our greatest days are ahead. For nearly 140 years, our union has been a mainstay of stability and security for millions of trades workers and their families, and you better damn well believe we intend to do the same for millions more in the next 140 years. Our union is precious and to be cared for just as we care for our loved ones, for it's through the IUPAT that anything is possible.

Let's make the next chapter of the IUPAT—the five years following the General Convention—one that we are so proud of that we will one day tell our children and grandchildren about everything we accomplished in this moment.



COMMUNITY INVESTMENT

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

FTIUM IS BUILDING STRONGER COMMUNITY PARTNERSHIPS

The Finishing Trades Institute-Upper Midwest's (FTIUM) community partnerships are crucial in delivering top-quality education. By collaborating with local organizations, FTIUM is tailoring its programs to teach the whole student, focusing on education as well as physical and mental well-being. Students learn to be good coworkers, gain soft skills, create networking opportunities, and forge paths to internships, apprenticeships, leadership roles, and careers.

Additionally, FTIUM's community partners provide a connection to underserved communities and pathways to great family-sustaining jobs in the union-building trades.

FTIUM's Preparing for Real Economic Prosperity (PREP) Program helps interested parties hone their skills, provides connections with industry experts, and prepares them for an FTIUM apprenticeship. In just five weeks, PREP students can understand which finishing trades they want to focus on in an apprenticeship program. Just as the acronym describes, PREP doesn't just teach future painters how to cut in but how they can use their newfound skills to achieve a long-term career and a union that has their back for good.

"I believe it's important to work with these community groups to get the word out that there are opportunities for everyone," said FTIUM Instructor Keith Bailey. He went on to stress the importance of diversity and helping people understand the difference between a career that offers health care and retirement benefits and a job.

"In my short time at FTIUM, I've had the privilege to work with our community partners who advocate, support, and stand up for the same causes we do. Our community partners have been a great stepping stone when it comes to exposure to the trades and making such ventures available to diverse communities where such opportunities wouldn't be available. I am grateful for our community partners and the diversity they help bring to our Union," said FTIUM Instructor Grecia Palomar.



INDUSTRIAL PAINTING CRAFT COMMITTEE

EMERGING INDUSTRIAL PAINTING APPRENTICESHIP PROGRAM UNDER DEVELOPMENT

In the dynamic realm of industrial painting, precision and quality assurance reign supreme. The IUPAT Industrial Painting Craft Committee recognizes this, acknowledges the need for a paradigm shift within the industry, and is spearheading a groundbreaking initiative to introduce a transformative apprenticeship program.

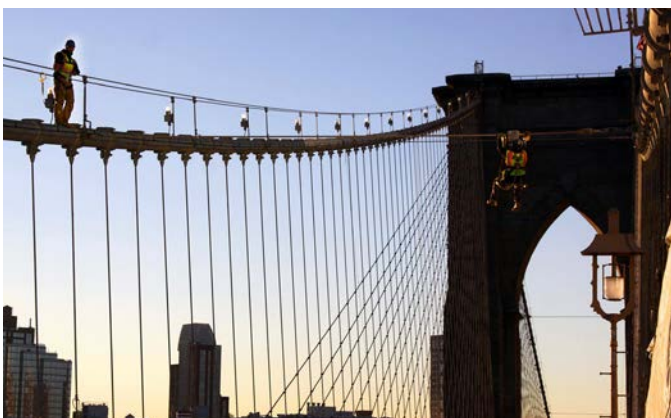
This innovative program aims to enhance skills and raise industry standards. It provides a platform for seasoned professionals and newcomers to refine their craft, ensuring adherence to specifications and contractual agreements between facility owners and contractors.

Embracing this quality assurance apprenticeship heralds a shift towards a more intellectually driven industry landscape. By nurturing highly skilled members, the IUPAT not only fortifies its own ranks but elevates its entire industrial painting sector. Opportunities abound for current and

prospective members, promising a future of growth and prosperity within the trade.

The benefits of such a program extend far and wide to the IUPAT and signatory contractors alike. For the union, it means increased market share, improved member retention, and a secure career trajectory from apprenticeship to retirement. Concurrently, signatory contractors gain access to well-rounded industrial painters equipped to meet the industry's ever-evolving demands. This synergy ensures consistent wages and empowers contractors to bid competitively for projects, bolstering profitability across the board.

An extensive curriculum is taking shape under the diligent guidance of the IUPAT Industrial Painting Craft Committee. Stay tuned for further updates, including details on the application announcement for this groundbreaking apprenticeship program. Together, we're painting a brighter future for industrial painting.



EDUCATIONAL OUTREACH

DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN

NCIFTI HOSTS FOX VALLEY BUILDING TRADES APPRENTICESHIP EXPO

National Apprenticeship Week is an exciting time at District Council 30's North Central Illinois Finishing Trades Institute (NCIFTI), as it kicks off a focus on recruitment across DC 30's jurisdiction.

In November 2023, NCIFTI hosted the 2023 Fox Valley Building Trades Apprenticeship Expo, where 585 students toured DC 30's training facility and visited booths and exhibits from 12 construction trade unions.

Instructors and current apprentices from each trade facilitated NCIFTI's booths. Attendees had a chance to operate a simulated spray system and learn more about apprenticeship in painting, industrial painting, drywall finishing, and glazing trades. Booths included information on a new Industrial Painting Pre-Apprenticeship (IPP) launching across Illinois in Spring 2024, with planning in the works for cohorts at District Councils 30, 14, and 58. The IPP is a workforce development program sponsored by the Tri-Council Development Fund, funded in part through a grant from the U.S. Department of Labor.

In addition to the hands-on exhibit booths, each student attended an "apprenticeship talk," which provided more details on how to select a suitable trade and enroll in the NCIFTI's apprenticeship program. The event was coordinated in partnership with the Fox Valley Building Trades and Valley Education for Employment System. In total, 20 high schools, two career centers, and two middle schools participated.

"This event enables us to speak directly to hundreds of local students in one day, and the traction just continues to grow," said NCIFTI Apprenticeship Director Steve Lefaver. "Not only are we educating the next generation on construction trade careers, but we are also showcasing our facility and curriculum to the educators and counselors from each school. These are the individuals who make it a point to return with even more kids the following year."

IPP Program Manager Amita Chakravarty, who has been working on the design of the pre-apprenticeship program and its recruitment strategy, was also onsite. Chakravarty has extensive experience within community college-level vocational training programs.

"I was so impressed during the Expo by the devotion of the NCIFTI staff and some of its apprentices focused on recruiting the next generation of tradespersons to the finishing trades," said Chakravarty. "The industrial painting trade plays an important role in sustaining critical infrastructure and offers individuals a terrific career, so I am excited to be a part of recruitment efforts for the Illinois District Councils."

"We are proud to be a part of a region where schools take seriously career opportunities the trades have to offer," said DC 30 Business Manager/Secretary-Treasurer Ryan Anderson. "Our task is to focus on recruitment, leverage our relationships to secure funding for pre-apprenticeships, cooperate regionally to develop impactful programming, and engage our community in search of motivated individuals seeking a worthwhile career."

DC 30/NCIFTI Industrial Instructor Daniel Valdivia discusses the industrial painting trade.



DC 30/LU 607 Apprentice Ryan Smith demonstrates how to use the simulated spray system.

BUILDING TRADES CAREER CENTER OPENS

On December 8, 2023, District Council 51 joined Employ Prince George's and the Prince George's County Workforce Development Board for the grand opening of the new Building Trades Career Center in Lanham, Maryland. The center will offer career coaching and job readiness training

and be home to training programs and apprenticeships for all unions within the building trades. It is the first affiliated American Job Center to open inside a building trades union in the United States.



L to R: General President Jimmy Williams Jr., County Executive of Prince George's County Angela Alsobrooks, DC 51 Business Manager/Secretary-Treasurer Brian Courtien, Maryland Governor Wes Moore, Congressman Glenn Ivey (MD-4), Employ Prince George's President/CEO Walter Simmons, Maryland Secretary of Labor Portia Wu.

2023 TRADESWOMEN BUILD NATIONS

The 2023 Tradeswomen Build Nations (TWBN) Conference was held December 1-3, 2023, at the Washington Hilton in Washington, D.C. With nearly 4,000 tradeswomen and allies in attendance, it was the largest TWBN to date.

Sisters representing 15 unions in the building trades from the United States and Canada gathered to network, share experiences, learn about new programs and opportunities, and engage with leaders from the government and their industries.

The event featured plenary sessions, workshops, caucuses, vendor booths, giveaways, and a banner parade in the heart of the District. Additionally, many unions headquartered in the area provided tours to the visiting tradeswomen.

Speakers included NABTU President and IUPAT member Sean McGarvey, US House of Representatives Speaker Emerita Nancy Pelosi, AFL-CIO President Liz Shuler, IUPAT General President Jimmy Williams, Jr., tradeswomen, and other union leaders.

In his plenary speech, General President Williams spoke of diversity, equity, and inclusion. He stressed, "Inclusion is a feeling. Inclusion cannot be measured. Inclusion is a culture. Inclusion is the challenge." He went on to challenge the men in the room to support our women members not just by showing up at a conference and clapping but also on the job sites. He said that exclusion, discrimination, and harassment of women can no longer be accepted.

The workshops featured topics critical to tradeswomen, including leadership, recruitment, retention, conflict resolution, childcare, occupational safety, and LGBTQ+ experiences in the workforce.

One highlight for the close to 300 IUPAT members and allies in town was a visit to the International Headquarters in Hanover, Maryland, where they enjoyed food and drink, music and dancing, a photo booth, and toured the International Training Center.

General Vice President for Government Affairs Liz McElroy, the first female GVP for the IUPAT, also attended the event. She told us, "The energy at TWBN is contagious. Spending three days with 4,000 women leaders is inspiring on its own, but seeing true solidarity in action as women in the IUPAT and across unions share their stories and support each other to reach their goals takes it to the next level. It's one of my favorite weekends of the year!"

We would like to extend a special thank you to General President Jimmy Williams Jr., General Secretary-Treasurer Gregg Smith, General Vice President for Government Affairs Liz McElroy, the IUPAT General Executive Board, and the IUPAT Women's Committee and its co-chairs Madison Hull and Mandy Jo Ganieany. It was an incredible and inspiring weekend. We'll see you in New Orleans for TWBN 2024!





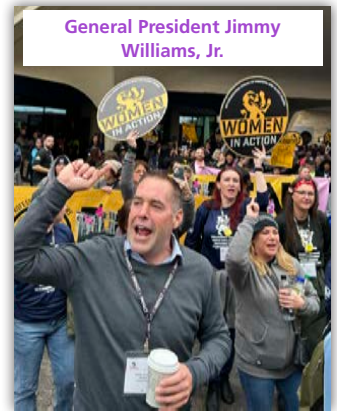
NABTU President Sean McGarvey



House Speaker Emerita Nancy Pelosi



AFL-CIO President Liz Shuler



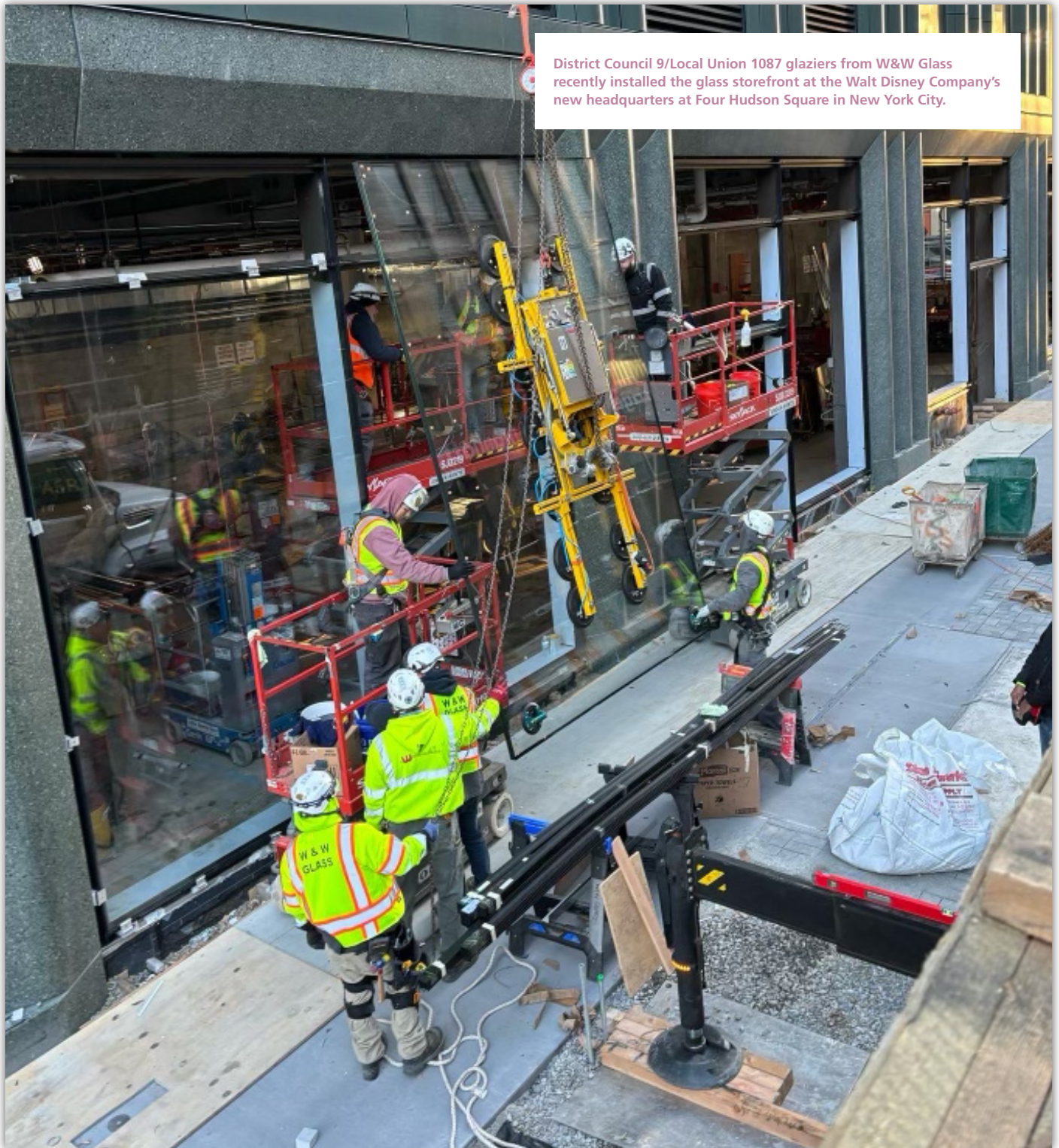
General President Jimmy Williams, Jr.



MEMBERS IN ACTION

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

DC 9 MEMBERS INSTALL GLASS AT DISNEY HEADQUARTERS



District Council 9/Local Union 1087 glaziers from W&W Glass recently installed the glass storefront at the Walt Disney Company's new headquarters at Four Hudson Square in New York City.

DC 50 MEMBERS ATTEND TRADESWOMEN BUILD NATIONS CONFERENCE

In December 2023, District Council 50 tradeswomen had the pleasure of attending the Tradeswomen Build Nations (TWBN) Conference in Washington, D.C. Representatives from DC 50 included LU 1791 painters Shannon Perreira, Kellie Nishikida, and Erika Luna; DC 50 Women’s Committee Co-chairs Breanne Geronimo and Lorna Woo, and DC 50 Business Manager/Secretary-Treasurer Ryden Valmoja.

The conference was amazing, energized by almost 4,000 women who work as painters, glaziers, operators, electricians, plumbers, masons, and many other trades. These wahine (women) are apprentices, journeypersons, forepersons, supervisors, mothers, sisters, daughters, and

aunties, but most importantly, they’re professionals in their own right. DC 50 feels privileged and fortunate to be a part of this movement and encourages more wahine to consider a career in the trades.

A special shout out and “Mahalo” to General President Jimmy Williams Jr.; IUPAT Women’s Committee members and co-chairs Madison Hull and Mandy Jo Ganieany; DC 51 Business Manager/Secretary-Treasurer Brian Courtien; DC 51 Political Director Roxy Mejia; and DC 51 Business Representative Rochelle Ramsey-Walker for their incredible job making the conference such a success.



L to R: DC 50 members Lorna Woo, Shannon Perreira, Breanne Geronimo, Erika Luna, and Kellie Nishikida.



L to R: DC 50 memers Breanne Geronimo, Shannon Perreira, Kellie Nishikida, Erika Luna and Lorna Woo.

RETIREMENT

DISTRICT COUNCIL 9 | NEW YORK,
PUERTO RICO

SALVATORE SAVARESE

Congratulations to District Council 9/Local Union 20 retiree and life member Salvatore D. Savarese on 70 years of service. Brother Savarese, who once served as DC 9/LU 20 (Queens) business representative, was recently presented with a plaque and given special recognition by General Vice President Paul Canning (Eastern).



Salvatore Savarese (left) is presented with a special recognition plaque by General Vice President Paul Canning (Eastern).

DISTRICT COUNCIL 51 |
MARYLAND, DISTRICT OF
COLUMBIA, VIRGINIA

EARL GIBSON

Congratulations to District Council 51/
Local Union 1 member Earl Gibson, who
received his pin for 55 years of service in
December 2023.



Earl Gibson (left) receives his pin for 55 years of service from DC 51 Industrial/Bridge Painting Business Representative Mauricio Rauda.

DISTRICT COUNCIL 46 | ONTARIO

DC 46 CELEBRATES ITS RETIREES

In November 2023, District Council 46 held its Retiree Appreciation Night at the Venetian Banquet & Hospitality Centre in Vaughan, Ontario. The evening was filled with laughter, music, and dancing. Each retiree was given a cardigan with the IUPAT lion on it.



L to R: Former General Vice President (Canada) Robert Kucheran, Minister of Labour David Piccini, Member of Provincial Parliament of Ontario Laura Smith, and DC 46 BM/ST Bruno Mandic.



On February 22, 2024, District Council 46/Local Union 1671 retirees came together for a nice dinner at the Italian Cultural Centre in Thunder Bay, Ontario.



RECOGNITION

DISTRICT COUNCIL 10 | TEXAS, ARKANSAS, LOUISIANA, MISSISSIPPI, OKLAHOMA

A SALUTE TO PROFESSIONAL & CLERICAL WORKERS LOCAL UNION 2348

While the majority of IUPAT members work in the construction trades, our union also represents members who are office workers. Professional & Clerical Workers Local Union 2348 out of DC 10 was chartered over 30 years ago in 1991. LU 2348 has over 130 members who serve many roles for thousands of other union members in the Southwest region of the United States. Some of our IUPAT siblings work at District Council 36 and FTI of DC 36, and many others work at the local Trust Fund office in Southern California.

Please join us in recognizing those workers who handle logistics for many IUPAT members. We are grateful for their hard work and dedication in keeping the functions of our District Councils, FTIs and Trust Funds running smoothly.



DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

SYNERGY GLASS PRESIDENT PAT MCINTYRE

District Council 21 contractor Synergy Glass has long been a strong partner and champion for members, helping to support good-paying union jobs and investments in the Philadelphia region.

Synergy Glass is led by DC 21/LU 252 member Pat McIntyre, who comes from a proud union family. His father was a Local 825 Operating Engineer whose union benefits kept his family fed, clothed, and insured. He always knew he wanted to carry on the union legacy; develop a lifelong career that included good wages, medical benefits, and a dignified retirement; and be a part of an organization and a movement bigger than himself.

McIntyre began his glazing career in 1997. After working at National Glass, he started an apprenticeship with DC 21, where he expanded his glass cutting, welding, and blueprint reading skills. Through the union's glazing program, he was able to continue his education and get an Associate degree. He was an active member, winning a leadership award and getting involved with his Local Union and boards.

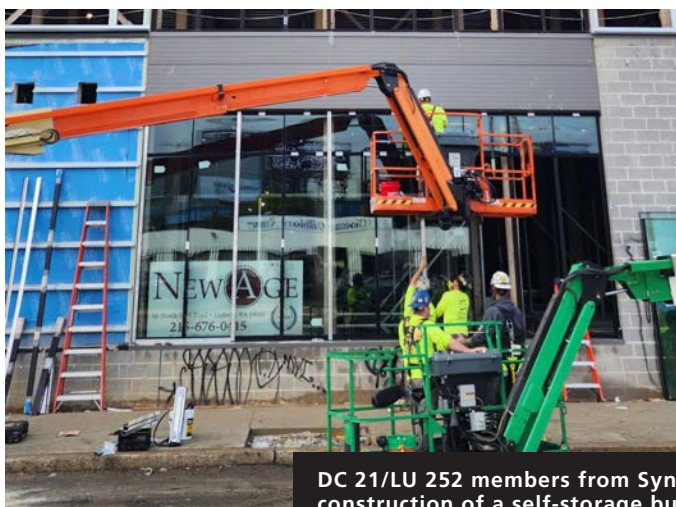
He worked for Rabinowitz Glass for 15 years before trading his belongings and putting his savings on the line to start his own company. That risk paid off—Synergy Glass has been in business for over a decade and now employs a talented team of 41 people. Channeling the union spirit of high-quality work, the Synergy team goes above and beyond with all aspects of the business. Employees are treated well, projects are executed

with precision while maintaining the highest levels of safety, and customers receive top-notch service every step of the way. Everyone takes the time to do things right, striving for perfection every day. Their work can be seen at Neumann University's Thomas A. Bruder Jr. Life Center, Mindspace Philadelphia, the Electrical & Systems Engineering Department at the University of Pennsylvania, and The Franklin Institute of Philadelphia.

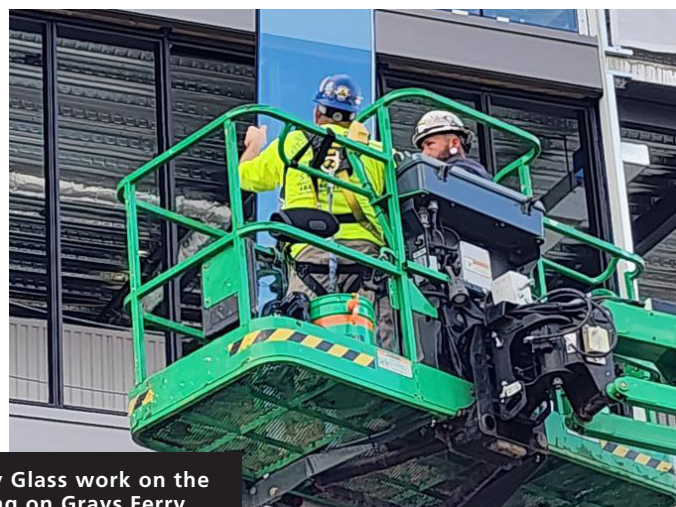
President McIntyre is an active contractor in his industry, serving as a board member for the North American Contractor Certification Program for Architectural Glass and Metal Contractors (NACC), Treasurer of the Architectural Glass and Metal Association (AGMA), and a trustee on DC 21's Annuity Fund.

Brother McIntyre's union membership has given him the chance to climb the career ladder from apprentice to successful business owner, allowed him to get an education, taught him leadership skills, and surrounded him with talented people and ample opportunities. He has quality medical insurance that extends to his wife and two daughters. He's able to plan for his daughters' futures by starting college funds, as well as plan for his own retirement thanks to DC 21's pension and annuity. He told us that he values the lifelong bonds unions provide, and is grateful to be surrounded by talented and intelligent people in his field.

Thank you for all you do for our industry, brother!



DC 21/LU 252 members from Synergy Glass work on the construction of a self-storage building on Grays Ferry Ave in Philadelphia.



RECOGNITION

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

JOHN'S PAINTING AND DECORATING CELEBRATES 100 YEARS OF BUSINESS

District Council 91/Local Union 469 recently gathered to honor John's Painting and Decorating, which recently celebrated its 100-year anniversary. Congratulations on this tremendous milestone! John Soffil (center) accepted the award.

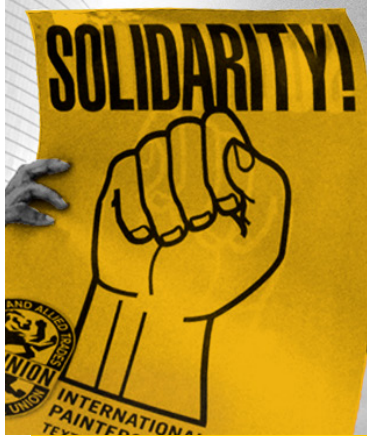


“THE MOST IMPORTANT
WORD IN THE LANGUAGE OF
THE WORKING CLASS IS

SOLIDARITY!

”

HARRY BRIDGES



IUPAT.ORG

PENSION DEPARTMENT UPDATE

Administrator Dan Williams



YEAR IN REVIEW

In this year's review of the IUPAT Industry Pension Plan and the National Annuity Plan, we have some exciting developments and positive news to share.

The IUPAT Industry Pension Plan is on a calendar year-end, meaning that its investment performance and reporting cycles are from January 1 through December 31 every year. The Fund returned 9.8% for the year ending December 31, 2023. Through October 2023, the Fund's return was tracking closer to lower single digits, but the rise in the public markets in November and December drove our return past our target return of 6.5% and ended at 9.8%.

Contribution hours to the Industry Plan came in at approximately 58 million hours. This number also exceeded the hours benchmark established during our rehabilitation plan. That benchmark was a baseline of 53 million hours for the year ending December 31, 2023.

Finally, the average hourly contribution rate across the entire United States increased from \$5.88 to \$6.25 by December 31, 2023.

These 3 factors are what determines any plan's success:

1. Investment Return
2. Hours worked
3. Contribution dollars

They are also what ultimately drives a plan's ability to provide benefits for active service (annual accrual) as well as maintain the promises to previous pensioners and their benefit levels.

During the rehabilitation plan's development, it was important for the trustees to set realistic goals of achievement in meeting benchmarks established by all plan professionals and having an attainable goal. All of the above information is positive news in comparison to the year ending December 31, 2022, when the Fund exceeded its hour and contribution goals but fell way short of its investment goals with a negative 8.8% return.

Over the course of the last two years collectively, we have exceeded our hours expectation by close to 11 million

hours. The only part that has been lagging in the first two years of the rehabilitation plan was 2022's investment return. The plan has exceeded every other benchmark factor included in determining a plan's progress in meeting its obligations under the rehabilitation plan.

What Does This All Mean?

The trustees were thoughtful in the development of the rehabilitation plan, and that illustrates how the changes put into place will be beneficial in weathering some rocky times. In 2022, the stock and bond markets were both negative for the first time in history, and the Industry Pension Plan's investment return was -8.8%. The rehabilitation plan benchmark for investment return is 6.5% every year through 2030 and then assumes a 7% return thereafter and in perpetuity. Prior to our rehabilitation plan, that assumption was figured at 7.5%. With a difficult investment environment on the horizon, more and more plans are lowering their actuarial assumed rate of return to 7.25, or 7%. This has been an ongoing trend in the industry, and our plan has followed suit, enabling a more seamless effort during the establishment of the rehab plan.

Similarly to the investment return assumptions, the contribution hours assumption started at 52 million hours for 2022 and increased by 1 million hours every year until 2030 where they are assumed at 60 million hours starting that year and in perpetuity. By returning 58 million hours in 2022 and 2023, the excess hours softened the investment return underperformance in 2022.

And while in 2023, we outperformed our assumption by 3.3% (9.8% compared to 6.5%), the -8.8% return in 2022 definitely has been a retractor to excess progress in our rehab plan.

IPF Plan Performance

YEAR	HOURS	CONTRIBUTIONS	INVESTMENT RETURN
2022	58 Million	\$5.88	-8.8%
2023	58 Million	\$6.25	9.8%

These are the factors that the board of trustees looks at every year prior to its annual certification. The trustees and plan professionals have to use reasonability that these benchmarks are possible to attain. The board has been able to estimate hours and contribution dollars consistently over the years because of the nature of the workflow and employment levels within our District Councils. The only area the trustees need more confidence in is the investment climate. We remain at the whim of public and private market successes and the plan's overall investment strategy.

Our plan actuaries use all of these factors to determine the long-term viability of our plan. It is the duty of the trustees and plan professionals to monitor this prudently and take corrective action when needed. This new board of trustees took aggressive, proactive action in 2021 and developed a rehabilitation plan that they believe is achievable, and the data supports that at this time.

What Can You Do?

Every hour, dollar, return percentage, and delinquent contribution matters to this Fund. Every hour we pass, 60 million will contribute to the plan's success. Every contribution increase you make to the industry plan will affect the long-term success of this plan.

Treat Our Plan Like Your Local Plan

A theme being pushed out of the Fund Office has been to treat our national plan like it is your local plan—because it is. This is your plan; this is your dignified retirement. This isn't the International's plan. This is our union and employer plan, and we need to have that approach at the bargaining table and take it into consideration when growing in membership and market share. Our employers need to look for new opportunities to grow their businesses. Our union organizers need to bring new members and employers into the plan. We all need to be aware that every new dollar and hour will have an impact on the success of the plan.

We will continue to provide annual status updates on our progress. Feel free to reach out to your local representatives if you have any questions. The Pension Fund Office is here to assist you through webinars or on-site presentations. We look forward to sharing our success with you.

Annuity

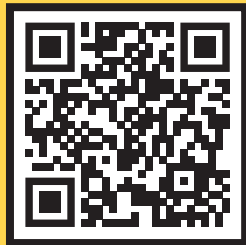
In 2023, the IUPAT national annuity completed a successful transfer from a "trustee-directed" annuity plan to a "participant-directed" annuity plan. The objective behind this transition was to provide members who participate in our national annuity fund the opportunity to direct their own investments if they wanted to. Currently, only 8% of our members have logged into their accounts, and less than 1% of members have actively selected their own investment lineups. If you participate in the national annuity plan and want to look into this as an option, please visit [MillimanBenefits.com](https://www.MillimanBenefits.com) for more information. We will continue to provide updates and educational forums for all members to participate in to learn more about their retirement options. If you haven't done this, don't worry—your account will roll over into a target date fund based on the average number of years to retirement. This will enable your strategy to alter over time and allow you to take advantage of different investment strategies over the course of your career. This will be done automatically, and you should be able to track progress through our recordkeeper, Milliman, at 844-GO-IUPAT (844-464-8728).

In May 2023, the trustees adopted the rules outlined in the SECURE 2.0 Act around hardship applications, which allows the plan administrator to rely on a plan participant to provide self-certification that they have had a safe harbor event that constitutes a deemed hardship and that the distribution is not in excess of the amount required to satisfy the financial need. This change permits the participant with an account balance

of at least \$5,000 to self-certify via hardship application that they have a hardship and can request an amount not to exceed 50% of their account balance.

This change has increased hardship applications to the Fund Office by 180% within the past year and an average increase of 150% per month of hardship applications. In order to meet the demands of these hardships, additional staff have been brought on to process these applications. Plan participants need to be aware that the processing time for a hardship disbursement is 15 business days from the date a completed application with self-certification is received by the Fund Office. However, due to the high volume of applications, processing may be delayed in order to accommodate all applicants and due to the urgency and sensitivity of all the hardships.

View IRS guidelines for hardship distribution by scanning the QR code with your phone's camera.



IUPAT Canada

IUPAT Canada has also had a relatively positive year. From an investment standpoint, 2023 was a strong year, with the preliminary return at +10.3%. This was a nice bounce-back year after a very challenging market environment in 2022, where the Pension Plan was down -8.2%. Most notably, in 2023, the global equity composite was up 18.9%. Fixed Income was also very strong from a relative standpoint, up 7.8% compared to 2.9% for the benchmark.

Hours in 2022 increased by a half-million to 11M and exceeded that in 2023. The hourly contribution rate for Canada in 2023 was approximately \$2.00. This will need to increase in the future to guarantee a robust retirement for our Canadian members. The total number of participants in the plan increased by about 1,000 members and is now at 24,281 total participants. With the positive investment return and increase in membership, the Canadian plan is on the right track. However, the historically low contribution rate will be addressed in the coming year as the plan actuary digests new legislation and regulations that our plan must adhere to.

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.



RECENT RETIREES

DECEMBER 2, 2023 - MARCH 1, 2024

Name	LU #	Name	LU #	Name	LU #
Abdullah Abdul-Latif	LU 1281	Kevin Shawn Conover	LU 1165	David Galvan	LU 27
Ramon Luis Alcaide	LU 694	Dana Mark Coon	LU 1036	John Carlos Garcia.....	LU 77
David Lee Allenspach.....	LU 386	Chris Larry Cork.....	LU 707	Paul Martin Garcia	LU 677
Jose Raul Alvarenga.....	LU 1621	Bryan Allen Coskery.....	LU 277	Wilfredo Rolando Garcia.....	LU 1244
Randall Lane Anderson.....	LU 1399	Antonio Cossyleon	LU 460	Joseph Philip Garzero	LU 829
Dominic Randy Aulffo.....	LU 1331	Mark Steven Cote	LU 481	John Edward Gerraghty.....	LU 1162
Joseph Silva Barros, Jr.	LU 169	Robert Ray Couch	LU 1010	Boris Geystrin.....	LU 24
Claribel Batista	LU 1203	Michael Terrance Cox.....	LU 930	Aniello Giampietro.....	LU 1456
Chiron Maurice Baux.....	LU 27	Clinton Wayne Crites.....	LU 53	Stephen John Gilchrist, Jr.....	LU 252
Jose Luis Becerra	LU 1136	Jeffrey James Czachorowski.....	LU 112	Salvador Perez Gomez.....	LU 636
Isa Becovic.....	LU 20	Dale R Davis.....	LU 1165	Michael Gonoude.....	LU 252
Mark Anthony Belland.....	LU 106	Terry Phillip De Rose	LU 27	Michael Alan Graham.....	LU 7
Vladimir Antonovich Bereziychuk.....	LU 300	Joseph Dale Decker	LU 934	James Melton Grayson.....	LU 118
David Onofre Berlanga	LU 1052	Nancy Ann Delany	LU 1244	Ante Grbic.....	LU 20
Joe Bliss, Jr.	LU 567	William Arthur Dellapenta.....	LU 112	Frank Greenhalgh, Jr.....	LU 591
Jorge Alberto Bonilla.....	LU 20	Angelo Anthony Demarco.....	LU 2011	Zoran Grgurovic.....	LU 18
Thomas Allen Bosse.....	LU 7	Mark Charles Denda, Sr.	LU 845	Michael Terence Hagan.....	LU 252
John Kevin Bowen.....	LU 2011	Donald Edward Dennis	LU 1144	Kimberly Sue Hansen	LU 312
Gregory Allen Brauner.....	LU 1185	Alvin Diaz-Hernandez	LU 1010	Timothy Gerard Harrod	LU 1036
Gordon Weaver Brooks.....	LU 890	David Francis Dimond.....	LU 61	David Bernard Hedger	LU 460
Douglas Clayne Brown.....	LU 36	Ellen Margaret Doak	LU 829	Harvey Heffield.....	LU 1175
Gregory Francis Brown	LU 112	Robert Lynn Dougherty	LU 120	Eddie Dean Henningsen.....	LU 300
Michael Timothy Brown.....	LU 913	William Robert Dragoon.....	LU 61	Marco Antonio Hernandez Gonzalez...	LU1036
Michael Jospeh Publik	LU 181	William Robert Dragoon.....	LU 61	James Hernandez.....	LU 550
Billy Joseph Buhman	LU 558	Henry John Dudek	LU 357	Manuel Hernandez	LU 1036
Wallace Defoix Buice.....	LU 636	Terry Lee Dunham	LU 1144	Neal Patrick Hohman	LU 6
Ralph Edwin Burkett	LU 77	Timothy Jay Dupps	LU 123	Miguel Medina Holguin	LU 1176
Lance Allan Burks	LU 718	David Anthony Durham	LU 156	Richard August Holthenrichs.....	LU 364
Phillip George Buttermore, Jr.	LU 847	Gregory Jay Edick.....	LU 61	Thomas Scott Horn	LU 252
Alvin Junior Caesar	LU 1087	Brett Allen Ehlenfeldt.....	LU 681	Jeffery Lynn Howard.....	LU 10
Kurt Francis Campbell.....	LU 193	Bruce Jay Ekema	LU 312	Gary Alan Huber	LU 300
Sherwin Nigel Cape.....	LU 1087	Mauricio Alberto Ellis.....	LU 20	John Stephen Hurley	LU 2011
Thomas Joseph Cardozo	LU 252	Peter Frederick Fasano.....	LU 639	George Iancu	LU 20
Bradley Paul Carlson	LU 61	Joseph James Fazio	LU 6	Mark Conrad Jacobsen.....	LU 1010
Jennifer Westover Carty.....	LU 164	Steven Richard Fender.....	LU 1176	Jose Antonio Jimenez	LU 365
Michael Alan Castaneda.....	LU 188	Zbigniew Jozef Fijolek	LU 159	Miguel Jimenez, Jr.....	LU 1036
Diego Cerna Cuadra	LU 1036	Timothy Lester Fike.....	LU 567	Eric Edward Johnson	LU 90
Alan Dean Chadwick	LU 300	Pedro Rosendo Flores	LU 113	Kenneth James Johnson	LU 386
Forrest Alan Chapman	LU 300	Toribio Reynaldo Flores.....	LU 1052	Terry Lynn Johnson, Sr.....	LU 970
Frank Chessa	LU 1976	Charles Ernest Fogell	LU 391	Gary David Jones	LU 300
Martin Dean Clark	LU 1144	Robert Alan Ford	LU 963	George Junior Jones.....	LU 57
Carl Edward Coleman.....	LU 1275	Larry David Foreman	LU 53	Lance Juett	LU 300
Thomas Paul Collins	LU 118	Richard Allan Frejofsky	LU 181	Don Alan Kaylor.....	LU 1010
Miguel Angel Colon.....	LU 1333	Michael Anthony Gallegos	LU 823	David Duane King	LU 150

Name	LU #
Joseph Kiss, Jr.	LU 79
Kim Anthony Klein.....	LU 1036
Chris James Kolstad	LU 61
Alexander Kotlyar	LU 1087
Michael Leonard Krawiec.....	LU 147
Richard Edward Krug	LU 660
David Rae Kulas	LU 681
Todd Allan Lafrance	LU 150
Dale James Lakomy	LU 6
Sarah Adelia Lavelle	LU 1087
Dean Allen Lee	LU 300
Lori Lynne Lee	LU 452
Eric Carl Leimbach.....	LU 2011
Timothy Lewis.....	LU 460
Gary Charles Liddick	LU 1955
Alan Peter Long	LU 27
Roberto Atahualpa Lopez	LU 1010
James Michael Lorenzi.....	LU 660
Mark Alan Lowe, Sr.	LU 6
Cayetano Luppino	LU 636
Daniel James Machado	LU 1175
Isidoro Maldonado	LU 1621
Douglas John Malone.....	LU 1399
Ronald Gene Mann	LU 57
Monty Craig Mansfield	LU 300
Monty Craig Mansfield	LU 300
Glenford Paul Marshall.....	LU 1976
John Wesley Marshall	LU 770
Adolfo Martinez, Jr.	LU 1803
Ricky David Matthews.....	LU 1
David Bryan Mayse.....	LU 1237
Robert Anthony Mccarthy.....	LU 1010
John Christopher Mccormack, Jr.....	LU 1274
James A Mcdonald.....	LU 365
Lawrence Richard Mcdonald	LU 10
Jeffery Laurence MCGinley.....	LU 452
Paul Kevin Mcnally	LU 252
Richard Wayne Meador	LU 368
David Medina	LU 1136
Darius Joseph Menard	LU 829
Edgardo Mendez.....	LU 1087
John Scott Meyers.....	LU 567
Steve Walker Mock.....	LU 1756
Robert James Monahan, Jr.....	LU 1237

Name	LU #
Richard Edward Morgan.....	LU 2018
Mark Edward Moullet.....	LU 567
Robert Moylan	LU 169
Richard Lee Mulkins.....	LU 90
Brian Edmond Murphy	LU 567
Steven Donald Neal.....	LU 2001
Terry Leroy Nelson	LU 386
Henry Charles Neurouter	LU 1009
Joel Jay Nissen	LU 2001
Janet Laverne Norris.....	LU 1937
Adan Olivo	LU 294
Garby Dele Onatoye.....	LU 460
Donald Edward Ondecker, Jr.....	LU 639
Sammie Allen O'neal.....	LU 1169
Harvey Ray Otto.....	LU 1962
Linda Marie Overbey.....	LU 159
George Panousis.....	LU 460
Seth Paul Pechman	LU 1087
Marvin Antonio Perez	LU 806
Daniel Pinon	LU 1621
Jose Daniel Polanco-Lopez.....	LU 1010
Lazaro Jesus Pompa	LU 18
Karen Marguerite Poseley	LU 880
Richard Powers, Sr.	LU 1244
Richard Wilson Prouse	LU 829
Jones Quan	LU 169
Ronald Mark Raber.....	LU 47
Samuel Matthew Rainey, Jr.	LU 1399
Steve Ricardo Ramoutar.....	LU 1940
Russell Renfer	LU 1719
Jose Jesus Reynoso.....	LU 636
Connie Arlene Rivera	LU 1203
Paul Edwin Robbins, Jr.....	LU 123
James Dean Rollins.....	LU 47
Kenneth Daniel Romano.....	LU 1486
Gilberto Ruiz	LU 460
Danny Lee Rustad.....	LU 880
James Joseph Ryan, Jr.....	LU 1976
Jay Ronald Rzeplinski	LU 934
Enver Sabic.....	LU 246
Alfred Sacchetti, Jr.....	LU 1976
William Randall Saksas	LU 1922
Angelo Joseph Sangiorgi.....	LU 155
Benedict J Sangiorgi, Jr.	LU 201

Name	LU #
Dean Joseph Schmid	LU 770
Lila Corinne Seals	LU 226
Nicolee Gaye Shandy	LU 118
Robert James Shefferly, Jr.	LU 357
Lloyd Connell Shumway	LU 1964
Samuel Jonatan Sical Flores	LU 19
Timothy Brian Simcox	LU 2011
David Lee Slankard	LU 607
David Soto, Jr.	LU 636
Osmario Andre Souza	LU 1047
Bruce Alan Spence.....	LU 845
Brett Alan Stannard	LU 1010
Jeffrey Philip Stark	LU 201
Reuben David Steinman	LU 1087
William Bruce Stewart, Jr.....	LU 639
Andrew Charles Stringer.....	LU 300
Robert Gerald Swetz, Jr.....	LU 1621
Keith Jerome Sylvester.....	LU 1244
Benjamin Joseph Thompson	LU 246
Kenneth Allen Titus.....	LU 277
Mark Richard Tomich	LU 636
Jeffrey Kenneth Towner.....	LU 1136
Kenneth Traczynski	LU 357
Charles Reginald Truscott.....	LU 1010
Clement Joseph Eliniere Turgeon.....	LU 1010
John Kenneth Uchnar	LU 6
Richard Valencia-Castillo.....	LU 20
Nicholas Van Der Veer	LU 1976
Albert Ray Vasquez	LU 1512
Richard Jude Vaughan	LU 490
Crispell Francis Volnick.....	LU 1087
Ronald Clare Walker, Jr.....	LU 1803
Dean Allen Wanty	LU 770
Kenneth Wayne Washington.....	LU 718
Bruce Lynn Watkins.....	LU 130
Donald Stuart Wedding	LU 156
Jeffrey Scott Weedon	LU 1036
Jason Bok Wertman.....	LU 61
John (Jack) Peter White	LU 138
John Christopher Williams	LU 157
William Michael Winczner.....	LU 357
Mitchell Lane Woods.....	LU 57
Christopher Yohe.....	LU 6
Gilbert Alexander Young.....	LU 1756

IN MEMORIAM

OCTOBER 1 - DECEMBER 31, 2023

Local	First	Last	Amount
3	Ronald	Kirby	\$3,000.00
10	Cody	Harris	\$3,000.00
12	James	Belong	\$3,000.00
20	Jose	Lago	\$3,000.00
24	Salvatore	Agnello	\$3,000.00
24	Salvatore	Vindigni	\$3,000.00
47	Dennis	Lyons	\$3,000.00
52	Michael	Fossaceca	\$3,000.00
58	Guy	Parrish	\$3,000.00
61	John	Murray	\$3,000.00
86	George	La Voie	\$3,000.00
106	Michael	Sheridan	\$3,000.00
108	Armin	Supernaw	\$3,000.00
115	Jeffery	Jones	\$13,000.00
115	Edward	Siekman	\$3,000.00
115	Peter	Viola	\$3,000.00
118	William	Uselton Sr.	\$3,000.00
130	Wilbert	Alexander	\$3,000.00
130	Francisco	Rodriguez	\$3,000.00
138	Greg	Greenslade	\$3,000.00
138	George	Kirkpatrick	\$3,000.00
138	Wilfried	Koeberle	\$3,000.00
138	Karl	Schon	\$3,000.00
147	John	McPartland	\$3,000.00
147	Peter	Rosso	\$3,000.00
159	Joe	Di Buduo	\$3,000.00
169	Charles	Deal	\$3,000.00
169	Raul	Garcia	\$3,000.00
169	Giovanni	Gomez	\$3,000.00
177	Rudy	Boodhu	\$3,000.00
178	Daniel	Resavage Jr.	\$3,000.00
184	Friedrich	Riemann	\$3,000.00
194	Martin	Nolan	\$3,000.00
197	Michael	Wilson	\$3,000.00
201	Christopher	Steadman	\$3,000.00
249	Sherrill	Coyle Jr.	\$3,000.00
252	Edward	Hansen	\$3,000.00
252	Marc	Snyder	\$3,000.00
257	Adam	Nouwen	\$10,000.00
277	Daniel	Gaskill Jr.	\$3,000.00
300	John	Ford	\$3,000.00
300	Tairn	Goodwin	\$3,000.00
300	Todd	Lenihan	\$3,000.00
300	Fred	Smedley	\$3,000.00
300	Carl	Williams Jr.	\$3,000.00

Local	First	Last	Amount
368	Jerome	Kohr	\$3,000.00
386	Rudy	Lascon	\$3,000.00
476	Anthony	Ambrose Jr.	\$3,000.00
476	Carl	McConnell	\$3,000.00
507	Henrique	Rosa	\$3,000.00
510	Kathryn	Cole	\$3,000.00
510	William	Jarboe	\$3,000.00
510	David	Krasnor	\$3,000.00
513	William	Dardeen	\$3,000.00
513	Robert	Wade	\$3,000.00
549	Jerome	Smith	\$3,000.00
557	Antonio	Trentadue	\$3,000.00
607	Mark	Hall	\$3,000.00
607	Kenneth	Olson	\$3,000.00
636	Gilberto	Pasmant	\$3,000.00
636	Ignacio	Tirado	\$3,000.00
660	Ronald	Gorski	\$3,000.00
707	Ronald	Delventhal	\$3,000.00
707	Randy	Dieckman	\$3,000.00
707	Dennis	Holmes	\$3,000.00
707	Arthur	Kopasek	\$3,000.00
781	Alex	Horvat Sr.	\$3,000.00
804	Robert	Parrish	\$3,000.00
820	Jerry	Werner	\$2,500.00
823	Bobby	McDonald	\$3,000.00
826	Ramon	Andrade	\$3,000.00
830	Joselito	Montanez	\$3,000.00
831	Ronald	Mills	\$3,000.00
831	Robert	Watson	\$3,000.00
845	Bruce	Kenney	\$3,000.00
863	Thaddeus	Gancarz	\$3,000.00
930	Brian	Sellers	\$3,000.00
939	Frank	Rattigan	\$3,000.00
941	Malcolm	Vavricka	\$3,000.00
1009	Tyler	Schaber	\$3,000.00
1009	Stephen	Trudel	\$3,000.00
1036	George	Saunders	\$3,000.00
1052	Robert	Webber	\$3,000.00
1136	Jorge	Martinez	\$3,000.00
1136	Victor	Montes	\$13,000.00
1144	Casey	Nowling	\$3,000.00
1156	Kevin	Ford	\$3,000.00
1165	James	Crist	\$3,000.00
1178	Sharon	Ryerson	\$3,000.00
1204	Gary	Giles	\$3,000.00

IN MEMORIAM

OCTOBER 1 - DECEMBER 31, 2023

Local	First	Last	Amount
1237	Gary	Mitchell	\$3,000.00
1237	Johnny	Ratkovich	\$3,000.00
1238	Vincent	McGuire	\$3,000.00
1244	Donald	Bersuder	\$3,000.00
1244	Charles	Farrell	\$3,000.00
1244	Hollas	Young Jr.	\$3,000.00
1275	Guy	Likens	\$3,000.00
1324	Robert	Clemens	\$3,000.00
1399	Ricardo	Acosta	\$3,000.00
1439	Benjamin	Clattenburg	\$3,000.00
1439	Evan	Michaud	\$3,000.00
1486	Joseph	Costa	\$3,000.00
1494	Angelo	Scebba	\$3,000.00
1621	James	Hoogesteger	\$3,000.00
1819	Gregory	Mlakar	\$3,000.00
1819	Jonathan	Polce	\$3,000.00
1824	Ernst	Mohring	\$3,000.00
1891	Ohel	Fernandez Castillo	\$3,000.00
1891	Domingos	Loureiro	\$3,000.00
1891	Nathaniel	Lowery	\$3,000.00
1891	Ryan	Parent	\$3,000.00
1962	Jeremy	Jose	\$3,000.00
1969	James	O'Malley	\$3,000.00
2001	Jered	Sterns	\$3,000.00
2011	James	Bowen	\$3,000.00
2011	Michael	Molino	\$3,000.00
2011	Joshua	Stallard	\$3,000.00
2014	Michael	Lawless	\$3,000.00
2015	Bradley	Buckner	\$3,000.00

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