

JOURNAL



CONVENTION RECAP



CONVENTION RECAP

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RESOLUTIONS

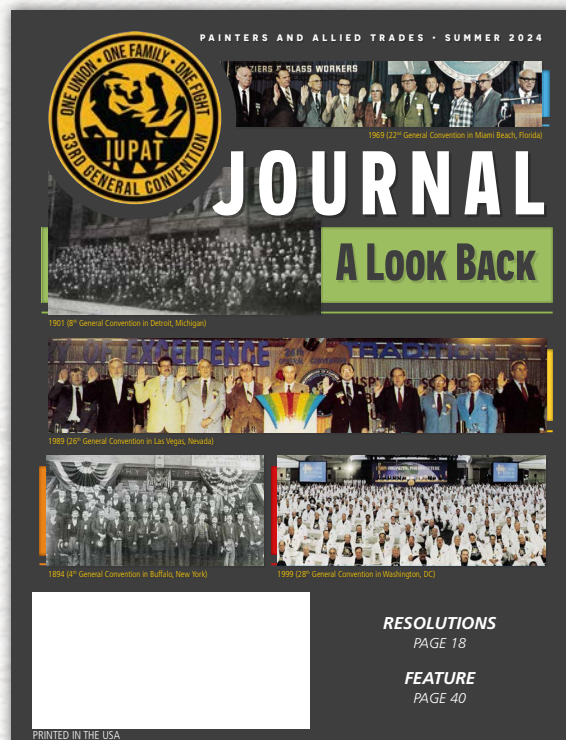
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CONVERSATION:



@GoIUPAT



Fellow Members,

On August 26-30, 2024, the IUPAT gathered for our 33rd General Convention in Orlando, Florida. It was a time to reflect on our achievements, plan for the future, and reaffirm our commitment to building a stronger, more equitable union. Over 1,000 delegates from across the United States and Canada came together to ensure that we continue moving forward as a driving force in the Labor Movement. We voted on critical resolutions, discussed strategies to protect workers' rights, and heard from leaders in labor, business, and politics who stand alongside us in our fight for justice.

In the interest of transparency, we have put together this special edition of the *Journal* with a layout that matches the Convention timeline and captures the spirit of those days with key speeches, actions, and decisions that will shape the IUPAT for years to come. The road ahead is challenging, but with the dedication and unity of our members, we are ready to meet those challenges head-on. Take the time to explore this issue and see how far we've come—and what lies ahead for the future of our union.

Please share this with your union and fellow members. Together, we will keep fighting for the future we all deserve. The progress we've made is a testament to the power of solidarity, and the work we do now will secure an even stronger union for the generations to come.

One Union. One Family. One Fight.

Jimmy Williams Jr.
General President, IUPAT



**ONE UNION
ONE FAMILY
ONE FIGHT**





Estimados miembros,

Del 26 al 30 de agosto de 2024, el IUPAT se reunió para nuestra 33ª Convención General en Orlando, Florida. Fue un momento para reflexionar en nuestros logros, planificar el futuro y reafirmar nuestro compromiso de construir un sindicato más fuerte y más equitativo. Más de mil delegados de todo Estados Unidos y Canadá se reunieron para garantizar que sigamos avanzando como fuerza impulsora del movimiento laboral. Votamos para llegar a resoluciones críticas, discutimos estrategias para proteger los derechos de los trabajadores y escuchamos a los líderes laborales, empresariales y políticos que nos apoyan en nuestra lucha por la justicia.

En aras de la transparencia, hemos preparado esta edición especial de la *Revista* con la fecha de la Convención y capta el espíritu de esos días con discursos, acciones y decisiones clave que darán forma al IUPAT durante los próximos años. El camino por delante es desafiante, pero con la dedicación y la unidad de nuestros miembros, estamos listos para enfrentar esos desafíos. Tómese el tiempo para explorar esta edición y ver qué tan lejos hemos llegado y lo que nos espera en el futuro de nuestro sindicato.

Por favor comparta esto con su sindicato y compañeros. Juntos seguiremos luchando por el futuro que todos merecemos. El avance que hemos logrado es un testimonio del poder de la solidaridad, y el trabajo que hacemos ahora garantizará un sindicato aún más fuerte para las futuras generaciones.

Un sindicato. Una familia. Una lucha.

Jimmy Williams Jr.
General President, IUPAT



**ONE UNION
ONE FAMILY
ONE FIGHT**



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ON THE COVER: LEAD ORGANIZER ILDEFONSO MAGANA SPOKE AT THE CONVENTION ABOUT THE STRUGGLES FACED BY MANY IMMIGRANTS, INCLUDING MISCLASSIFICATION AND FEAR OF DEPORTATION. IT WAS A MOVING MOMENT FOR THE DELEGATES AND OUR LATINO SIBLINGS WHO JOINED HIM ON STAGE.



Painters & Allied Trades Journal
Fall 2024 | Vol. 143 | No. 3

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

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

POSTMASTER:



“Together, we can build a future where every worker is respected, every job is dignified, and every community thrives.”



GENERAL VICE PRESIDENT (EASTERN) PAUL CANNING

General Vice President Paul Canning opened by thanking all delegates for their service, as well as host District Council 78 and Business Manager Secretary-Treasurer Richie Jones. He also thanked our cast members, BBCC event decorators, painters, and scenic artists at Disney. “Without you, we would not be standing at this podium.”

He went on to talk about the impact that the Biden administration has made in Florida, “President Biden and Vice President Kamala Harris’ investment is already delivering \$9.5 billion in private sector commitments and \$17.5 million in public investments so far in clean energy, infrastructure, manufacturing—not only throughout the state of Florida but throughout our whole country. These are great potential work opportunities [not only] for our members on bridges, water treatment facilities, clean air energy infrastructure, and semiconductor fabrication plants, but even greater is the opportunity for membership growth.”

Brother Canning discussed his role, his relationship with business managers, and successfully representing the workers who perform our crafts. “In order to ensure the structure and success of the IUPAT programs and capture market share through training, organizing, government affairs, and servicing, it is my number one job to learn the issues, challenges, and opportunities that affect our membership.

He spoke of collective actions we must take to achieve our goals; “We are at a pivotal moment of our organization, and we can be positioned at the crux of leadership and workforce, economic, and community development, but only if we are willing to learn.” Canning challenged every District Council to share the information they have to grow our union through federal investment, community relationships, and inclusion with state agencies, community leaders, and our members. “We must learn from our efforts and communicate best practices. Most importantly, we must follow up and follow through.”

Canning talked about elected officials who threaten unions, including a former president who has stiffed union contractors and tried to destroy the registered apprenticeship system. “Through his Project 2025 plan, he promises to ban public employee unions, project labor agreements and prevailing wage requirements that we worked so hard to place in the Bipartisan Infrastructure Law and the Inflation Reduction Act. He also wants to allow states to ban labor unions, eliminate overtime protections, and to choose not to follow the national minimum wage.”

“The governor of this state [Florida] signed a law to decimate our collective power by prohibiting public employees from deducting union dues and assessments from members.” As a result, more than 50,000 Florida workers have lost their union

membership. Additionally, in July, a law went into effect that bans Florida cities and counties from requiring employers to give their workers water breaks and other protections in unbearable weather conditions. "Heat exposure incidents have increased 88 percent in Florida in the past three years. These actions are beyond reprehensible."

Challenges posed by other states include legislators who promote gig economies without labor standards, prohibiting paid sick leave, and banning project labor agreements.

Canning talked more about the union-friendly Biden administration, which, "On the advice of the Labor Movement, has opened the doors to federal policy governing labor requirements, such as promotion of PLAs, apprenticeship utilization, and local hire on over \$4 trillion in federal investments across the country."

Canning went on to talk about how important mentorship was when he was a young glazier in the city of Boston. He said that none of us has all the answers and stressed the importance of having someone by our side in moments of vulnerability. He thanked his mentors: "Joe Guiliano, my first Business Representative out of Local 1044; Jim Williams Sr., a true Labor leader and a guy who helped get me to where I am today; and Bill Candelori, my transitional mentor coming into this role. That type of mentorship and the ability to have an open and honest conversation about the challenges we face, whether on an organizational or a personal level, is how we become leaders that we all strive to be."

GVP Canning reminded the delegates, "We gather here today not just as fellow workers and union members but as a powerful, collective voice united in our struggle for justice, dignity, and respect. Our journey is one of resilience, born out of the need to protect our rights and build a future where every worker is valued, every voice is heard, every job site is safe, and to work as one to build the programs and practices that extend those values to anyone in need of opportunity."

On behalf of the General President and the General Executive Board, Canning then asked three things of the delegates:

Number One: To get active and stay active. "Activism is the very heartbeat of our union. It is through activism that we challenge the status quo."

Number Two: To help us build leaders of tomorrow. "Mentorship is the foundation on which we construct a strong and enduring movement. It is our duty to guide the next generations of workers and to impart the knowledge and wisdom we have gained through our struggles. We must teach them not only the skills of their trade but also the history of our movement, the power of solidarity, and the importance of standing up for what is right."

Number Three: To be politically active, vote, organize, lobby, and run for office.

"We need to have a seat at the table to ensure that those who represent us are truly our representatives, that they understand the struggles of working people, and that they are committed to advancing our interests. Let us harness our collective power for policies that uplift all workers and oppose those who seek to divide us."

In closing, Canning stated, "Our union is more than an organization. It is a movement. It is a movement rooted in activism, strengthened by mentorship, protected by our rights, and empowered by our political action. Together, we can build a future where every worker is respected, every job is dignified, and every community thrives. Let us march forward with determination, knowing that our cause is just, our numbers are strong and our future under Jimmy Williams is bright. Together we rise, brothers and sisters.

One Union! One Family! One Fight!"

STATE OF THE UNION

Traditionally, the State of the Union address has been given by the IUPAT General President; however, General President Williams felt that this message would best be told by those who are out there experiencing the difference our union makes. Therefore, he asked members and staff from across North America to share their stories.



Angelique Davis
Painting Apprentice
District Council 16/Local Union 3
Pittsburg, California

Angelique Davis was inspired to join the union by her grandfather, a lifelong union member. After discovering her passion for painting through the Future Build Pre-Apprentice Training Program, she continued to an apprenticeship. She said, "I love what I do, and I love being a member of IUPAT. As a woman in the union, I'm held to the same standards as everyone else. I've never felt different. I always felt like I belonged here in the union."

She advised her fellow members to reach for the stars and be active members. She told them, "Together, we face challenges and support each other because it's **One Family**." She added, "When one of our union siblings goes through something, we all go through it, and we all work together to find a way forward because it's **One Fight**."



David Espinoza
Trade Show Worker
District Council 36/Local Union 831
Pomona, California

David Espinoza, a father of five, spoke of the struggles endured when the trade show industry came to a halt during the COVID-19 pandemic. Some of his fellow members retired, and he worked many different jobs to make ends meet. Espinoza shared, "I missed the brotherhood and sisterhood of our union. I was worried, but I was also lucky because I was working, and in those challenging times, my union stepped up with unwavering solidarity. The IUPAT waived dues for members like me until we got back on our feet and back to work. I saw what it was like to work outside of the union, and it made me realize just how much I love and appreciate our union. The benefits and security of our union are something I'll never take for granted, especially after being supported by our union through

one of the toughest and worst crises our country has ever experienced."

Espinoza added that the trade show industry is now booming with new apprentices and more work. He said, "That's the essence of **One Union**. We stand together. We face adversity head-on and support each other through the storm."



Lamont Rouse
Drywall Finisher
District Council 21/Local Union 1976
Newark, New Jersey

Lamont Rouse, a recent graduate of the drywall apprenticeship program, told the delegates that his journey with the union began in 2019 when he was diagnosed with osteosarcoma, a form of bone cancer. Following the diagnosis, he enrolled in the New Community Career & Technical Institute in Newark, New Jersey. Upon completion of the Building Trades Specialist Program, he interviewed

with DC 21/LU 1976. Rouse told the delegates, "Once I officially joined, my life changed for the better. Not only am I able to provide for my family, but I'm also able to be a role model for the youth of my community and many more. As a union, we work for better wages, health care, pension, and most importantly, relationships that can last forever, which is a testament to the power of **One Union** where every new member is a step forward as a community."



Greyson Brown
Paint and Varnish Maker
District Council 7/Local Union 579
Milwaukee, Wisconsin

Greyson Brown, a 10-year employee of PPG Industries, spoke of racist interactions with a co-worker early in his career with the company. Ultimately, that individual was terminated, and Brown was written up for his use of profanity toward them. However, because Brown had reported all incidents to his union leadership, they were able to share that knowledge with Human Resources. As a result, his job was saved, his discipline rescinded, and he was awarded the second-highest-paid position at PPG Oak Creek.

Brown told the delegates, "These events pushed me to want to help others and get involved with my union in the same way that the union helped me. I had never had anyone who didn't look like me step up or help me in such a way before." He has gotten involved, and over the years, he has served as sergeant at arms, steward, recording secretary, and vice president of his Local Union.

Brown spoke of a pivotal moment during contract negotiations where he used his voice and experiences to successfully negotiate to get Martin Luther King Jr. Day off after previous requests by him and his fellow workers were denied. The negotiations took place during a time of unrest in the United States following the death of George Floyd, a time when racist notes and drawings of nooses and swastikas were anonymously left in various locations on the work premises, a time when the IUPAT was standing with the Black Lives Matter movement, and a time when PPG granted that holiday to everyone except the hourly union employees. Brown recalled what he told PPG Corporate during negotiations, "You don't know what it feels like to come into work, possibly working right next to the same person who is doing these misdeeds." Shortly after, PPG granted the holiday.

Brown closed by saying, "I'm a leader, and I continue to strive for greatness and support to others. Unfortunately, PPG eliminated my position, so I may soon no longer be a part of IUPAT. I fought for this union for all I have for the last 10 years, and I hope that you continue to push for greatness. Remember, Black Lives Matter on and off the job."



Cristian Céspedes
Organizer
District Council 16/Local Union 159
Las Vegas, Nevada

Before becoming an IUPAT organizer, Cristian Céspedes was a painter with Unforgettable Coatings, a company that stole wages from him and other workers. He didn't know his rights or anything about labor laws and teamed up with other workers to seek help from non-profits and other agencies. Ultimately, it was the IUPAT and Savannah Palmira, who was an organizer with DC 16 at the time, that helped them reclaim \$3.6 million in back pay.

Céspedes added, "Our fight continues against the underground economy and for deferred action to protect workers from deportation. Our union remains committed to advocating for all workers, especially the most vulnerable among us: immigrants. Our union, true to power, is why we stand together."



Samuel Rainey Jr.
Retired Glazier
District Council 36/Local Union 1399
Southern California

Samuel Rainey Jr. is a retired glazier who joined the IUPAT in New Orleans, Louisiana, in 1982 when he was 19. He has worked with Local Unions 636, 1399, and 1621. With regard to retirement money, he was told early in his career to look out for the older members because one day, he'd be in the same position and would want somebody to look out for him. "Our union commitment to be in **One Family** extends beyond just the workplace. We ensure that our members are cared for even after retirement."

He talked about the impact of the collapse of his pension plan and how he and other retirees fought vigorously to secure their retirement funds. Rainey told the delegates that he kept working after knee surgery in 2016 because he was concerned he wouldn't have enough money to retire. "I'm very grateful to be in the position of having a secure retirement. The union never stopped working hard to get us back the money that was owed, and thanks to the American Rescue Plan under the Biden-Harris administration, we were able to recover our hard-earned pension." He spoke of the collective bargaining power of our union and said, "They always have had our backs no matter what." The payouts had a positive impact on Rainey and many

others, allowing them to retire with dignity after many years of hard work. He added, "That is because of our union. We all are **One Family**, and to care for one member is to care for all members."

He advised the delegates recruiting new members to visit high schools and speak to the counselors because while not everyone is college material, everyone can learn a trade. He said that we need to look for the next generation of individuals to teach, "As the adage goes, you can give a person a fish and feed him for a day, or you can teach them how to fish and feed them for a lifetime."



Edgar Pacheco
Business Representative
District Council 46/Local Union 200
Gatineau, Quebec

Edgar Pacheco has been a member of DC 46/LU 200 for 32 years and a business representative for 25 years. He is a second-generation commercial painter; his father joined the union in 1979. He said, "The union has changed my life by providing me with a job with very good wages to sustain my family, job security, and a good pension for the future. My goal has been to provide as many people as possible with the same opportunities I was given."

Pacheco talked about the progress that has been made in Ottawa's residential paint market., "About two years ago,

there was zero market share... Since then, we've organized 42 companies and over 400 painters." He leads the Labor Board and is working on a collective agreement for the residential painters. "It's very important to educate potential and future members on what we, as a union, are about and what we can provide to our members. I would like to say thank you to every single one of you. This is the power of **One Fight**, where our unified struggle leads to significant victories and a brighter future for all. The more members we have, the more power we have, and the more ability we have to fight against wage theft, misclassification, and other problems facing our industry."



Bronson Frye
Organizer & Business Representative
District Council 5/Local Union 1959
Alaska

Bronson Frye spoke about the fight against worker misclassification and wage theft in the construction industry: "Our union is proactive, championing local laws to stop wage theft and the misuse of 'independent contractor' labels, which is often nothing more than a cover for fraud. Many Alaskan workers face this issue, but we fought for a clear definition of 'independent contractor' in our state law, leading to the passage of House Bill 79 in 2018. This victory has pressured contractors to adopt proper employee-employer relationships, exemplified by

a major floor covering company in the state we are now working to organize.”

Frye said that District Council 5 is working to shape policies to prevent exploitation and close loopholes. He added that we must all understand that organizing and politics is the same thing. He told the delegates, “Never forget, brothers and sisters, that this is how the IUPAT fights: relentless, strategic, and driven by our commitment to justice. Let us, therefore, brace ourselves to our duty and so bare ourselves when we enter the breach once more in our home District Councils so that if the IUPAT and its District Councils last for a thousand years, workers will still say this was their finest hour.”



Art Hill
Organizer
District Council 82/Local Union 61
Minnesota

Art Hill, a commercial painter by trade, is an organizer and local CORE director. Hill spoke of illegal misclassification: “This year in Minnesota, we passed a bill that empowers all workers to sue their employers for misclassification. The Minnesota Department of Labor would be able to issue stop-work orders where violations are occurring. The bill also makes it so employers who break the law face harsher penalties—up to \$10,000 for each violation. This bill holds general contractors’ feet to the fire. If

a subcontractor says their workers are 1099 or independent contractors, they’re in violation of the new bill.

“While this is a huge step forward, it’s not the end of our fight. We still need to fight for deferred action so our immigrant brothers and sisters can speak up about employers who break the law without fear of retaliation or deportation. Raising the standards for all workers in our industry isn’t just the right thing to do—it also gives our contractors a level playing field. This means more work and more hours for our members. Whether you’re an immigrant or not, this is our fight. And when we fight, we win.”



Scott Oldham
Business Representative
District Council 5/Local Union 10
Portland, Oregon

“We’re the fighting painters of Local 10,” said Scott Oldham when he first addressed the delegates. Oldham talked about LU 10’s struggle with low wages and said that they knew if they wanted to make a change, they would need to look beyond the group that attended regular meetings and unite as painters. They reached out to workers on job sites, met in parking lots, and had 20-minute Zoom meetings. “We stopped gatekeeping what was happening at the meetings, and this allowed the members to connect with their union in many different ways. This

newfound interest and activity at our union grew our Local’s confidence. We all showed our pride with our union t-shirts, or bandanas, or stickers. One of the coolest things, of course, was ‘I don’t cross picket lines.’”

When they felt they were strong enough to fight back, they launched the Summer of Chaos, led by Melissa Austin. Oldham then stepped aside to allow Sister Austin to say a few words.



Melissa Austin
Commercial Painter
District Council 5/Local Union 10
Portland, Oregon

Melissa Austin, a painter and active member since 2017, spoke of the Local 10 strike committee’s plan for a series of rolling one-day strikes without warning to the employers. “We were building confidence toward a full strike shutdown. We ended up voting to strike twice, both in 2021 and 2023, and we had the greatest voter turnout in our history.”

After Sister Austin spoke, Oldham thanked her and said her hard work and leadership have made a difference. He said that he heard a painter say during the Summer of Chaos that standing up is hard but worth it to sacrifice a little now for the gains in the future. Oldham said, “I absolutely believe that our Local won that fight because we stood together. We took on the fight together; we fought stronger together, and our shared victories are a testament to the strength of the Painters united.”



“We’re not afraid to take a stand—we represent all of our members, regardless of what they look like, where they come from, or who they love.”



GENERAL PRESIDENT JIMMY WILLIAMS JR.

This week truly is the week that we get to set the course for our union for the next five years, but it should also be a celebration of who we are as a union. Outside of having my three sons, being your General President is, quite frankly, the honor of a lifetime, and I thank you.

The theme of our General Convention—**‘One Union. One Family. One Fight.’**—is surely going to be what leads us into the next five years. We chose those words because they represent who we are. When you think about it, we are a union that is over 137 years old, and we’ve been through hell and high water and back, but we’re still standing, we’re still strong, and we’re going to be stronger into the future because we are one. Think about that. I’m a glazier by trade, but we also represent drywall finishers, floor coverers, industrial painters, painters, trade show workers, public sector employees, and paint makers and manufacturers. We are one of the most diverse unions in who we represent.

Over the course of our history, we have evolved and changed, and we have truly become **One Union**. I’m lucky enough to have been to every General Convention since 1994, when, at the age of 16, I got to see my hero—my father—elected as a General Vice. The room here today is so much different than the room I walked into back then. That room was divided by local unions, divided by trades, and divided by regions of the country. What I see today is a room that is united as one.

What I want our union to become is **One Union** from coast to coast and country to country—and I see it happening. Just spending this time together this week is truly a renewed commitment to those values of being one. I remember the days when politics divided us internally. I don’t see it anymore. I look at this table of leaders up here and I see a team, and I want to thank you all [the General Executive Board] from the bottom of my heart for stepping up and being a part of this leadership team.

More importantly, I want to thank you all [the delegates] for stepping up and being leaders, as well. I’ve been around this union long enough to know that when we divide ourselves from within, it truly is the thing that can kill us. We have the most united and aggressive group of business manager/secretary-treasurers that I can ever remember in my time as a union leader, and I want to thank every single one of them for the support that they have shown this team up here. The International cannot organize a member; the International does not represent a member—it’s you all; it’s our District Councils. This leadership team believes strongly in showing the support to our District Councils that they need to be successful in order to grow us and make us stronger in the future. That’s what I mean when I say **One Union**—it’s being one together. The old days of the International being on one level, and the District Councils and Local Unions on another level, and not communicating, or trusting, or supporting one another are dead. They will be dead as long as I’m General President of this union. That’s what I mean by **One Union**.

Let me talk for a second about what it means to be **One Family**. Many of you have heard me say over the years that I really believe that in order to be union leaders, we have to look at our membership like they are **Our Family**. We have to treat our members with respect and dignity from the minute they walk in the door to the day

they retire and beyond. We have to get back to those core values because when we do, our membership will **fight** like hell **with** us and **for** us. When we treat our members with less respect than they deserve, they can also make our lives miserable—or they could give up. We need to get back to our core values in talking to our membership on the level that they deserve. We have to make an extra effort to reach deeper into our membership whether that means doing house calls or stopping on every single job site and talking directly to our members about the issues that affect them.

I'm not going to talk too much about the state of play in our political system right now as you're going to hear from speakers throughout the Labor Movement and throughout the government this week. However, I really believe that part of the reason why our membership has been influenced by an anti-worker, anti-union agenda led by the former President of the United States Donald Trump since 2016 is because we haven't talked to them enough. They've seen their lives go backward, too. We now have to start from scratch in some parts of this country in talking to our members, and we're going to do it because we have to—because that's what's at stake. All of you know how difficult those conversations can be. When I see our membership divided because of politics, it breaks my heart. The hardest conversation to have is the one with that member who truly believes that the right-wing Make America Great Again agenda is somehow helping them when we know as leaders that it's not. We've seen it throughout the course of the State of the Union beginning with job opportunities for new apprentices to seeing our pensioners bailed out after three Wall Street collapses this century.

Nobody ever bailed out the working class in this country until President Joe Biden came into office in 2020. Brothers and sisters, our members don't know that story enough. Between now and Election Day, it really is the responsibility of everybody in this room to talk to our members about what's at stake in November. I believe that it's way bigger than the future of our union—I truly believe it's about the future of our country. What type of country do we want to be? Do we want to be a country that looks down upon women and takes away women's rights? Do we want to be a country that looks down upon immigrant workers and treats them as second-class citizens? Do we want to be a country that talks about hate, division, and racism? No! Hell no!

That's what's on the ballot in November. Our members need to hear that message from their leadership. We know what's out there. All you have to do is turn your phone on or watch the news for five minutes—it's nothing but five-second soundbites and 30-second advertisements. Do you know who union members truly trust the most to deliver them the truth? It's you. Poll after poll shows that union

members trust their union more today than probably any time in my lifetime. That's a call to action for everybody in this room. It's time to get up, get out of our seats, and go have those conversations. Anybody sitting in the office waiting for the phone to ring isn't earning their paycheck in this union. It takes shoe leather, walking on job sites, long days, long nights, and more than just a two-minute conversation. When I talk about being **One Family**, I really believe that that is the thing that's going to separate us from any other union in the Building Trades.

I am so proud to represent you all in a room with my peers and colleagues from the AFL-CIO and North America's Building Trades. When I speak to them, I know that our union is different. I've been told that the International Union of Painters and Allied Trades is the progressive arm of the Building Trades. As long as I'm General President, it always will be. We're not afraid to take a stand—we represent all of our members, regardless of what they look like, where they come from, or who they love.

When the Supreme Court of the United States took away a woman's right to choose, we had a choice as a union—stand up for our women members or stay quiet. It was the same back in 2020 when George Floyd was murdered and our Black members were going through difficult times. We had a choice to make—stand up or sit down. We are going to be faced with those types of choices throughout the course of the next five years. I will tell you that as long as this team is here, we're going to stand up. We will always stand up for our members because we have to.

Nothing makes me prouder than hearing the stories of our membership, why people join the union, and what the union does for them. Brothers and sisters, we need to tell our story to the rest of the world—we can't always be talking to ourselves. We need to be out there promoting what this union does because you know what we do? We change people's lives.

There is no more powerful movement to help the working class in this country than the Labor Movement. For the majority of my lifetime, we've been back on our heels; and we've been taking it. I say it everywhere I go—I was tired of voting for politicians who took our paychecks, told us what we wanted to hear, and never did a thing for us. Things are different today—things are different right now. First, unions are the most popular they have ever been amongst the working class. Second, we have a powerful Federal Government that is willing to stand up and support unions for the first time in my 46 years on this planet. Finally, our movement is led by some of the most powerful people that our movement has ever seen.



“No tenemos miedo de adoptar una postura, representamos a todos nuestros miembros, sin importar su apariencia, de dónde vienen o a quién aman.”



PRESIDENTE GENERAL JIMMY WILLIAMS JR.

Esta semana de verdad es la semana en la que podemos fijar el rumbo de nuestro sindicato para los próximos cinco años, pero también debería ser una celebración de quiénes somos como sindicato. Además de tener a mis tres hijos, ser su Presidente General es, francamente, es el honor de mi vida, y se los agradezco.

El tema de nuestra Convención General: **“Un sindicato. Una familia. Una lucha.”**, con seguridad será lo que nos dirija en los próximos cinco años. Elegimos esas palabras porque estas representan quiénes somos. Cuando lo piensas, somos un sindicato de más de 137 años, y hemos pasado por muchos altibajos y nos hemos recuperado, pero seguimos de pie, todavía estamos fuertes y vamos a ser más fuertes en el futuro porque somos uno. Piénsalo. Soy vidriero de profesión, pero también representamos a acabadores de paneles de yeso, colocadores de pisos, pintores industriales, pintores, trabajadores de exposiciones comerciales, empleados del sector público y fabricantes de pinturas. Somos uno de los sindicatos más diversos en relación a quienes representamos.

A lo largo de nuestra historia, hemos evolucionado y cambiado, y de verdad nos hemos convertido en **Un Sindicato**. Tengo la suerte de haber estado en todas las Convenciones Generales desde 1994, cuando, a los 16 años, pude ver a mi héroe, mi padre, ser elegido como Vicepresidente General. Esta sala hoy es muy diferente a la sala en la que entré en aquel entonces. Esa sala estaba dividida según sindicatos locales, dividida por oficios y por regiones del país. Lo que veo hoy es una sala unida como una sola.

Deseo que nuestro sindicato se convierta en **Una Sindicato** de costa a costa y de país a país, y veo que eso está sucediendo. El simple hecho de pasar este tiempo juntos esta semana es verdaderamente un compromiso renovado con esos valores de ser una unidad. Recuerdo los días en los que la política nos dividía internamente. Ya no veo eso. Veo esta mesa de líderes y veo a un equipo, y quiero agradecerles a todos [la Junta Ejecutiva General] desde el fondo de mi corazón por dar el paso y ser parte de este equipo de liderazgo.

Y sobre todo, quiero agradecerles a todos ustedes [los delegados] por dar el paso y ser líderes también. He estado en este sindicato lo suficiente para saber que la división interna, es realmente lo que puede matarnos. Tenemos el grupo más unido y agresivo de gerentes comerciales/secretarios-tesoreros que jamás haya visto en mi tiempo como líder sindical, y quiero agradecer a cada uno de ellos por el apoyo que le han demostrado a este equipo. El Sindicato Internacional no puede organizar a los miembros; no representa a los miembros; son todos ustedes; son nuestros Consejos de Distrito. Este equipo de liderazgo cree firmemente en darle a nuestros Consejos de Distrito el apoyo que necesitan para tener éxito para hacernos crecer y hacernos más fuertes en el futuro. A eso me refiero cuando digo **Un Sindicato**, es ser uno juntos. Los viejos tiempos en que el Sindicato Internacional estaba en un nivel y los Consejos de Distrito y los Sindicatos Locales en otro, sin comunicación, ni confianza, ni un apoyo mutuo, han terminado. Permanecerán muertos mientras yo sea Presidente General de este sindicato. A eso me refiero con **Un Sindicato**.

Permítanme hablar por un momento sobre lo que significa ser **Una Familia**. Muchos de ustedes me han escuchado decir a lo largo de los años que yo de verdad creo que para ser líderes sindicales, debemos ver a nuestros miembros como si fueran **Nuestra Familia**. Debemos tratarlos con respeto y dignidad desde el momento en que entran por la puerta hasta el día en que se jubilan y aún después de ello. Debemos volver a esos valores fundamentales porque, cuando lo hagamos, nuestros miembros

lucharán con toda su fuerza **con** nosotros y **por** nosotros. Cuando tratamos a nuestros miembros con menos respeto del que merecen, ellos también pueden hacernos la vida imposible, o podrían renunciar. Debemos volver a nuestros valores fundamentales hablando con nuestros miembros con la igualdad que merecen. Debemos hacer un esfuerzo extra para llegar más profundamente a nuestros miembros, ya sea haciendo visitas domiciliarias o visitando cada lugar de trabajo y hablando directamente con ellos sobre los problemas que los afectan.

No hablaré mucho sobre el estado actual de nuestro sistema político, ya que escucharán a oradores de todo el Movimiento Laboral y de todo el gobierno esta semana. Sin embargo, de verdad creo que parte de la razón por la que nuestros miembros han sido influenciados por una agenda anti-trabajadores y anti-sindical liderada por el expresidente de los Estados Unidos Donald Trump desde 2016 es porque no hemos hablado con ellos lo suficiente. Ellos también han visto sus vidas retroceder. Ahora debemos empezar de cero en algunas partes de este país, hablando con nuestros miembros, y lo vamos a hacer porque debemos hacerlo, porque eso es lo que está en juego. Todos saben lo difíciles que pueden ser esas conversaciones. Cuando veo a nuestros miembros divididos debido a la política, se me rompe el corazón. La conversación más difícil es con los miembros que realmente creen que la agenda derechista Make America Great Again (Hagamos que América Vuelva a ser Grande) de alguna manera los está ayudando, cuando nosotros como líderes sabemos que no es así. Lo hemos visto por todo el Estado de la Unión, comenzando con las oportunidades laborales para nuevos aprendices hasta ver a nuestros jubilados ser rescatados después de tres colapsos de Wall Street en este siglo.

Nadie había rescatado jamás a la clase trabajadora de este país hasta que el presidente Joe Biden asumió el cargo en 2020. Hermanos y hermanas, nuestros miembros no conocen esa historia lo suficiente. Desde ahora y hasta el día de las elecciones, es realmente responsabilidad de todos los presentes en esta sala hablar con nuestros miembros sobre lo que está en juego en noviembre. Creo que es mucho más grande que el futuro de nuestro sindicato, en verdad creo que se trata del futuro de nuestro país. ¿Qué tipo de país deseamos ser? ¿Deseamos ser un país que menosprecia a las mujeres y les quita sus derechos? ¿Deseamos ser un país que menosprecia a los trabajadores inmigrantes y los trata como ciudadanos de segunda clase? ¿Deseamos ser un país que habla de odio, división y racismo? ¡No! ¡Por supuesto que no!

Eso es lo que estará en la boleta en noviembre. Nuestros miembros necesitan escuchar ese mensaje de parte de sus líderes. Sabemos lo que está en juego. Solo debes encender tu teléfono o ver las noticias por cinco minutos, no son sino fragmentos de audio de cinco segundos y anuncios de 30 segundos. ¿Saben ustedes en quién confían más los miembros del sindicato para que les digan la verdad? Es en ustedes. Todas

las encuestas demuestran que los miembros de los sindicatos confían en su sindicato hoy tal vez más que en cualquier otro momento de mi vida. Este es un llamado a la acción para todos los presentes en la sala. Es hora de levantarnos, salir de nuestros asientos para tener estas conversaciones. Todos los que estén sentados en su oficina esperando que suene el teléfono no está ganándose su salario en este sindicato. Se toma desgastar el calzado, caminar por los lugares de trabajo, días largos de trabajo, noches de desvelo y una conversación de más de dos minutos. Cuando hablo de ser **Una Familia**, de verdad creo que eso es lo que va a destacarnos de cualquier otro sindicato de la industria de la construcción.

Estoy muy orgulloso de representarlos a todos en esta sala con mis compañeros y colegas del AFL-CIO y de los sindicatos de la construcción de América del Norte. Cuando hablo con ellos sé que nuestro sindicato es diferente. Me han dicho que el Sindicato Internacional de Pintores y Oficios Afines es el brazo progresista de los sindicatos de la construcción. Mientras yo sea el Presidente General, siempre lo será. No tenemos miedo de adoptar una postura, representamos a todos nuestros miembros, sin importar su apariencia, de dónde vienen o a quién aman.

Cuando la Corte Suprema de los Estados Unidos les quitó a las mujeres el derecho para elegir, teníamos una decisión como sindicato: defender a nuestras mujeres miembros o quedarnos callados. Lo mismo ocurrió en 2020 cuando George Floyd fue asesinado y nuestros miembros afroamericanos atravesaban momentos difíciles. Debíamos tomar una decisión: hacer algo o quedarnos sentarnos. Nos enfrentaremos a ese tipo de decisiones en los próximos cinco años. Les diré que mientras este equipo esté aquí, vamos a defendernos. Siempre defenderemos a nuestros miembros porque debemos hacerlo.

Nada me llena más de orgullo que escuchar las historias de nuestros miembros del por qué la gente se une al sindicato y de lo que este hace por ellos. Hermanos y hermanas, debemos contarle nuestra historia al resto del mundo; no siempre podemos hablar entre nosotros. Debemos estar allá afuera promoviendo lo que hace este sindicato porque ¿ustedes saben lo que hacemos? Cambiamos la vida de las personas.

No existe un movimiento más poderoso para ayudar a la clase trabajadora en este país que el Movimiento Laboral. Por la mayor parte de mi vida, hemos estado a la defensiva y hemos tenido que aguantar. Siempre lo digo donde vaya, estaba cansado de votar por políticos que se quedaban con nuestros sueldos, nos decían lo que queríamos oír y nunca hacían nada por nosotros. Las cosas son diferentes hoy; las cosas son diferentes ahora mismo. En primer lugar, los sindicatos son más populares que nunca entre la clase trabajadora. En segundo lugar, tenemos un Gobierno Federal poderoso dispuesto a defender y apoyar a los sindicatos por primera vez en mis 46 años en este planeta. Finalmente, nuestro movimiento está dirigido por algunas de las personas más importantes que nuestro movimiento jamás haya visto.



“We can be the ones who make history or herstory. We have the momentum.”



AFL-CIO PRESIDENT LIZ SHULER

After giving a shout-out to all delegates, including our Canadian siblings, AFL-CIO President Liz Shuler opened with kind remarks about General President Jimmy Williams Jr., calling him an inspiration and thanking him for the work he does for the broader labor union family. “He sits at the Executive Council of the AFL-CIO, and brings your voice, and is a powerhouse for the entire Labor Movement.” She added, “He doesn’t just talk solidarity; he goes out and lives it every single day.”

She spoke about his advocacy for all workers, including women, immigrants, and Black workers, “You’re lifting everybody up, and you’ve led this union into communities and states that we have never been before, and we are so much better for it.” She thanked him for leading with vision, bringing organizing to the front, and for being an incredible brother and friend.

Shuler then spoke about the importance of General Secretary-Treasurer Gregg Smith’s role, “We can have a big vision, but if we don’t have the funds to pay for it, and if we don’t use the dues money wisely, then we can’t get it done.”

She called the General Executive Board “The A-Team of the Labor Movement” and told the delegates, “...this room of activists is nothing but a powerhouse.”

Shuler talked about the previous week at the Democratic National Convention in Chicago, where she heard several speakers reference unions. Among them were Tim Walz, who said that being in a union as a teacher changed his life; Bernie Sanders and J.B. Pritzker, who both spoke about centering workers and their families; and Barack Obama, who talked about the right to organize. She said, “Labor is growing power in this country in a way that we have not seen in a generation. We’re being respected, we’re being listened to, and we are seen as a force to be reckoned with. It’s about damn time.” She went on to say that it’s the result of the work put in by everyone in the room for “doing the hard work on the ground, organizing, taking on big fights, and showing people that they have a home in this movement.”

Shuler spoke of the struggles that those not yet unionized face, student debt, and the power of apprenticeships. She talked about the pay gap between the average worker and the average CEO in one year, saying that Jeff Bezos makes in seven seconds what the average Amazon warehouse worker makes in a year. “He has enough money to rocket himself into space while half this country lives paycheck to paycheck.” She added, “Billionaires and corporate greed mongers have been making us fight each other while they run away with the wealth that we create, getting us to lose that solidarity and that power when we stand together. That’s their playbook.”

Then, Sister Shuler stated, “Workers are reclaiming their power. They’re realizing, ‘Hey, wait a second, there is a way to fight back. There is a way to come together and win. There is a better life out there, and **it’s better in a union.**’ It’s better in a union. They’re connecting those dots.” She said that IUPAT members have never been more important in North America, and the mission to rebuild the United States and Canada does not happen without our painters, drywall finishers, glaziers, and glass workers, and every trade represented by our union.

She talked about the stand our union takes for workers in the South, creating more opportunities for women through apprenticeship, fighting for paid leave and child care, protecting the rights of LGBTQ+ members, and organizing immigrant workers. DC 91 members in Indiana are fighting back against Gemtron’s corporate greed, and she had a message for Gemtron, “When you threaten our DC 91 family, you threaten all of us. You are picking a fight with 12.5 million workers in this Labor Movement.”

She said the lesson from Gemtron is one of solidarity—the same message conveyed in our union theme of ‘**One Union. One Family. One Fight.**’

Shuler said that everything is on the line with the November election and that Donald Trump “sold us down the river for four years,” taking \$1.5 trillion that could have been spent on our infrastructure, railways, schools, buildings, and bridges, and “handed it out in tax breaks to his billionaire buddies that he plays golf with.” She said that Project 2025 would eliminate public sector unions; bring back company-run unions; gut OSHA enforcement; and cut protection for our right to organize, strike, and have any say in our own future. She called it a blueprint for Trump’s second term and stated that “It reads like a CEO’s dream and a worker’s nightmare.”

President Shuler then spoke of the Kamala-Walz ticket, referring to them as “champions of working people” and reminding the delegates that Walz was a union brother. She said Harris

has fought for us and walked picket lines with us, noting that Donald Trump has crossed a union picket line. She went on to state that in recent years, Harris has been instrumental in helping protect our pensions, lowering prescription drug costs, and making the biggest investments of our lifetime in American infrastructure.

Shuler said that the swing states of Pennsylvania, Wisconsin, Nevada, and Michigan are full of voting union members and delegates that members trust their unions. She then asked the delegates to speak to as many members and young people as possible about the importance of this election and registering to vote.

She talked about activism and encouraged everyone to get involved in a Day of Action, knock on doors, phone bank, and connect with members at the job sites. She talked about the website betterinaunion.org, where individuals can connect to a labor council in their area, research Project 2025, and share their stories. “How powerful it is when you tell your story, when you tell people what your union has meant to you when you talk about why it’s better in a union, and why building together in this moment is so powerful. That is what reaches other people. That’s what opens their ears because that makes it clear. Your story shows other people that if you care about your dignity as a worker, if you care about your rights as a union member, if you care about your freedom, it is all on the line on November 5th. We can be the ones who make history or herstory. We have the momentum. Let’s get it done, IUPAT!”



***“We change lives
by providing
opportunities
to people.”***



EXECUTIVE DIRECTOR INTERNATIONAL FINISHING TRADES INSTITUTE LABOR MANAGEMENT COOPERATION INITIATIVE ANTON RUESING



I started my career in the IUPAT as a pre-apprentice in St. Louis in 1996. Several years later, I was hired part-time as an Assistant Instructor and Assistant Coordinator to Jack Plettinck in Orlando (DC 78). Jack taught me how to be a coordinator, and how to focus and prioritize what was important to move us forward. When Jack became a business rep, he lobbied Business Manager Tim Maitland to hire me as a Director.

Once I became the Director, I met David Biggs, the Industrial Coordinator in South Florida. While David worked for me, I always felt like I was his apprentice. He had a laser-focused vision for the organization and what we would need to do to accomplish it. Over the years, we spent countless hours talking about the future of the IUPAT, the hard work it would take to get us there, and more intimate like God and His role in our lives. David shared that alcohol and substance abuse caused his life, marriage, and career to spiral out of control. After a failed suicide attempt, he rededicated his life to God and faced his demons head-on. He became a mentor to many people. He impacted my life and the lives of others in many positive ways. He exemplified and reinforced what we had both learned in the Marine Corps: the value of hard work, brotherhood, and servant leadership.

David’s impact on the union continues to this day. He was there at the beginning of what would become the CAS and the QP certifications, and the lessons learned in those rooms would, in time, help us create the AGMT and the NACC. Over the years, I have witnessed many people try to take credit for these certifications, but David never did. He taught me that when you focus on accomplishing the mission and not on who gets the credit, what you create will be so much more valuable; it doesn’t matter if they ever know your name. The 7,000-plus members whose lives have been enriched through certification have many people to thank for it, including my good friend and mentor, David Biggs.

Real leaders need to be able to manage the moment while also looking toward the future. They need to have both vision and focus. While Jack taught me how to focus on the goals of today and to be a good manager, David taught me about visionary leadership. They both understood the importance of mentoring the next generation. Mentoring begins in the training departments at your local District Councils. The iFTI is the leading workforce development system for a career in the finishing trades. We help people realize a career in the finishing trades by teaching them how to do the work that we do—enriching the lives of our members by helping them develop a

knowledge base and a skill set so that they can employ it and take care of themselves and their families. At the core, we change people's lives.

I want to share another story. Jack and I found somebody asleep in his car in the parking lot of the union one morning. He had just been kicked out of his apartment, was unemployed, and homeless. Like good union reps, we offered him a cup of coffee, told him about the union, signed him as a first-year apprentice, and paid his first-quarter dues. He became an IUPAT member that day. Another staff member connected him with a local shelter and charity. Over the next four years, his hard work got him out of that shelter, into an apartment, and got his life back on track. We later found out that when he pulled onto our lot, he had everything that he owned in his car. He planned on getting drunk and making a decision between what he saw as his only two options—trying his hand at selling “mind-altering substances” or doing something similar to what David had chosen to do that one night. At the time, we didn't realize that we gave him a third option. He went to work, eventually met the lady of his dreams, got married, and had kids. He started running work and mentoring new apprentices along the way. His life was permanently and generationally changed because of the IUPAT. I often think about how many lives have been impacted because he pulled into our parking lot.

That's what we do. We change lives by providing opportunities to people. These opportunities are a key component of the GP's vision, growing our union through apprenticeship. At our last Convention, we talked about increasing our membership, our market share, and our impact. Since then, we've been on the path to do just that. Before the Biden administration took office, our departments and affiliated funds worked with the various transition teams to ensure that working people's interests, specifically our members' interests, were represented. We were able to ensure that apprenticeship utilization requirements, local hire, and labor standards were all part of what, in the parlance of our times, we call infrastructure spending. You'll likely hear about the Inflation Reduction Act, the CHIPS and Science Act, and the Infrastructure and Jobs Act over the next couple of days. These pieces of legislation have created opportunities for our members to go to work, for our contractors to grow and increase their market share, and opportunities to bring new apprentices into the IUPAT to grow the IUPAT, to increase our strength, our power, and our impact.

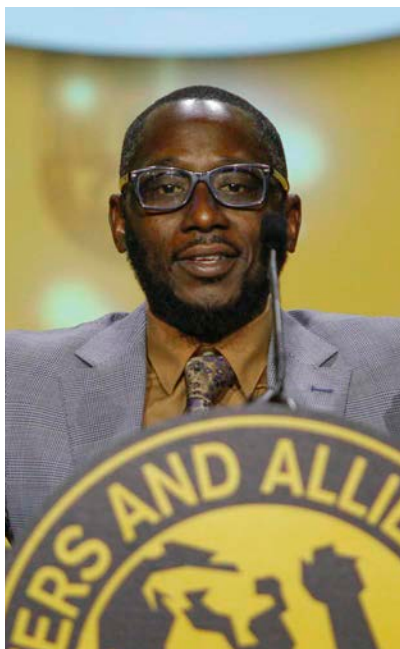
To find the 40,000 apprentices that we're going to need over the next five years and provide opportunities that will drive generational change, we need to forge bonds within our local communities and build pre-apprenticeship programs, CTE programs, and pipeline programs. We need to better utilize our Job Corps programs, take a look at our current policies and practices, and reduce those barriers to entry that have historically marginalized large segments of the available workforce. We need to understand that it's about the members and not about the system that is built to serve them. We have to mentor new apprentices, teach them the knowledge required to progress through the trades, and inculcate them into a culture that we're trying to create—one where everyone is respected and welcome. To do that, we need to have vision, relentlessly pursue it, and understand the generational impact that we can have on people's lives.

A fourth person who inspires me is my daughter, who is a third-year apprentice glazier. She graduated high school with straight As and could have done anything and gone anywhere, but she wanted to become part of the IUPAT family. She's in the field learning what it means to be an IUPAT glazier and what it means to be a sister to all of us. I was there when she took her oath of membership and could not stop smiling as I watched her run her first union meeting as vice president of her Local Union. What really warmed my heart was when she told me her crew stood up for her when someone from another trade was giving her a hard time. At that moment, she understood what IUPAT brotherhood and sisterhood is all about. She feels it every day on the job. I could not be more proud of her, but this is about all the sons and daughters in the community who want their own opportunity—people who may not look like us, speak the same language or believe in the same things. Whether it's a painter's daughter, a guy down on his luck, or someone looking for generational change, the opportunity for a career in the finishing trades and to be part of something bigger is within reach.

Jack Plettinck passed away in 2021, and David Biggs passed away in 2017. When I think about the legacy they left behind, I'm reminded that every day we go to work, we decide who we want to be, both individually and as an organization. We are the IUPAT, and we decide what the future looks like and what our organization is going to represent to the world. We are **One Union**, we are **One Family**, and we have **One Fight**.



“Our tireless dedication and unwavering commitment to our pre-apprentices have profoundly impacted their lives.”



JOB CORPS NATIONAL PROJECT COORDINATOR LAWRENCE BURGESS



Welcome, everyone, to the IUPAT’s 33rd General Convention. It’s an honor for me to be here with you all. For those who may not know me, I am Lawrence Burgess, iFTI National Project Coordinator for Job Corps.

I was born and raised in Newark, New Jersey, and started with this organization in 2005. I started my apprenticeship with DC 711 (now known as DC 21) as a Local Union 1009 glazing apprentice. I was in the field for 14 years before I came in on staff as the Glazing and Welding Apprenticeship Coordinator. I ascended to this role in 2021, right as we were emerging from the COVID-19 pandemic. The responsibility to revitalize our program felt immense, but it was a challenge that I embraced wholeheartedly.

Our Job Corps initiative has significant untapped potential in areas crucial for our success: recruiting, training, and mentorship. We were meeting bare minimum requirements without making the proactive efforts needed to truly thrive. It was clear we needed to rebrand Job Corps, draining outdated stigmas and presenting it with a new, fresh image. We built a robust structure program by forging closer partnerships with District Councils and setting up meaningful meetings with business managers, directors of training, and business reps. We engaged more closely with contractors and invited them to our Job Corps centers to help shift perceptions. While contractors were once hesitant, they are now actively seeking to hire our apprentices. Just a few years ago, on average, we had 6 to 12 Job Corps student placements per year. Now, our hard work has paid off, and we have achieved a historic milestone by placing 92 apprentices last year. Among those 92 apprentices, 26 were women, making us a top performer in both overall performance placements and in women placements within the building trades and national training coordinators.

A special thank you to a few district councils: District Council 5, District Council 16, District Councils 36, 77, 78, and 82. We’re thanking them for their exceptional support and teamwork in reaching these numbers. We are not stopping here. We aim to build this success and reach even greater heights this year. I also want to extend my deepest gratitude to our Job Corps field staff, instructors, and, most importantly, Todd Langlois. Todd is our Technical Assistance Coordinator. He makes things look really easy behind the scenes and go seamlessly.

Our tireless dedication and unwavering commitment to our pre-apprentices have profoundly impacted their lives. I especially want to thank our team for going above and beyond the call of duty. Our field staff and instructors work behind the scenes to ensure our students’ success. Our students are not only trained in their craft but also taught essential life skills, ensuring that they are well-prepared to join the IUPAT apprenticeship program upon graduation. Our students visit job sites, interact with contractors, and experience realistic training scenarios to ensure that they are ready to enter the workforce. Our field staff don’t just provide career guidance, they offer

wraparound services acting as support systems, and most of the time just being mentors and therapists. They address personal challenges and help students navigate their way to becoming well-rounded adults. This level of care and commitment mirrors the mentorship I received early in my career when it played a crucial role in my own journey. I truly thank everyone on our Job Corps team for everything they do.

When I took this role, I required our staff to adapt to new responsibilities, including organizing into communities and engaging with contractors. Their ability to embrace these changes and excel in these new roles has truly been impressive. It's the adaptability and dedication that have driven our success and allowed us to make such a significant impact. When I reflect back on when I faced frustrations and contemplated even leaving this organization, it was the same kind of mentorship and support that my staff now provide to our students that kept me going. I was guided by mentors such as General President Emeritus Ken Rigmaiden, Charlie Messick, Larry Thomas, Marcus Shepherd, but most importantly, the words of my older brother and my dad. Every day, they gave me something to keep me going and keep going forward because being a first-generation glazier was something new to me. Coming out of high school, I really didn't have anywhere to go, didn't really know what to do. So, when I finally got in trouble and got myself together, I joined the union, and from there, I still had to fight uphill, but I still didn't give up. I would just like to thank my mentors for being there to help me to get where I'm at now. Thank you. My brother, he gave me the discipline I needed to be structured as a man. My dad, he didn't make it to see me at this Convention. He passed on—Covid—right as I was coming on staff. So, everything I do I do for my dad, including this moment right here. He's a big part of me. Their guidance has helped me through some challenging times and inspired me to stay and fight and be the change I wanted to see. It's this cycle of mentorship and support that strengthens our union and drives us forward.

As we look into the future, it's essential that we focus on organizing Black and Brown communities. Job Corps is an

excellent tool to diversify our membership and ensure it reflects the diverse country we live in. By engaging these communities and building strong relationships, we can attract students and members who represent the areas we are working in. This approach not only enriches our union but also helps us address the critical issue of aging membership. By bringing in younger members through Job Corps, we have lowered the average age of our organization, which is crucial for maintaining the health and longevity of our pension funds. We need that. A diverse, useful membership ensures that the union remains vibrant and resilient for years to come.

I just want to tell you a quick story, real quick, about myself—about not giving up even though you don't see the end results. Last General Convention, I was here sitting in the back as a guest. Fast forward—sitting here as a guest ready to leave because of lack of leadership and Black representation. Now here I stand as the change I wanted to see.

What I want to leave you with is never give up no matter how hard it gets, because it took some things for me to get here. You know, it wasn't an easy road. The thing I always say to myself is, "If it ain't gonna kill me, it's just gonna make me stronger," you know?

Also, I had no idea my life had this in store for me, but I'm grateful for the opportunity that I was given. Opportunity is something that should be given to anyone that wants it and that gives the effort to obtain it. As I close, remember, let's go on to our District Councils, get active, attend union meetings, and participate in organizing rallies and labor walks. Be seen. Be heard. Be active. That's the start to everything—because it may sound cliché, but that's the way I really started, going to my union meetings. And, once I started... I haven't missed a union meeting until I was not able to be there... until I came on staff.

As I'm leaving, we also must know it's our duty to pass on the opportunities that we were given because everyone who's eager enough to take advantage of it deserves it. Let's get beyond picking and choosing who we feel we want to have the job and start going for who is best qualified for the job.

Remember, we are **One Union. One Family. One Fight.** Thank you for your support. Peace.



“Through our work, we’ve highlighted the importance of the Labor Movement, we’ve demonstrated our solidarity, and we’ve showcased the incredible contributions of our members.”



COMMUNICATIONS DIRECTOR RYAN KEKERIS

*A*s I stand before you today, I’m filled with pride and gratitude for the incredible work that our union has accomplished together over the last five years. I feel like our union today is stronger, more united, and more resilient than ever, and it’s all because of the dedicated members who make up the heart and soul of the IUPAT.

I am a 10-year member of District Council 51/Local Union 1937 in Baltimore. I grew up in a union [Operators] household. I can confidently say the IUPAT built me into the person that I am today. I started over a decade ago, having never stepped foot on an airplane. Today, I’ve traveled across continents working on behalf of our membership and have witnessed and assisted with work that I believe is one of the most important causes of humankind, which is the Labor Movement.

I started in the Organizing department, and the majority of my time here has been spent as an organizer, first and foremost. As a result, my vision for Communications has always revolved around organizing. I wanted to build a department that could not only effectively communicate important issues and tell the powerful stories of our rank-and-file members but also inspire action in our members. Over the last five years, I believe we’ve transformed that vision into a reality. We have built our Communications department from the ground up, turning it into a fully functioning entity capable of reaching our members and the broader public in new and impactful ways. We began our journey with video production, capturing the faces and voices of our members and showcasing their skills, struggles, and triumphs. We embraced graphic design, creating informative, inspiring, and visually compelling content. We also worked closely with our District Councils, ensuring that our communications were aligned, coordinated, and amplified across all levels of our union. Our department utilizes 21st-century tools and platforms to project the image of the IUPAT to millions of people who would not have known about us otherwise. These efforts have strengthened our internal communications and elevated the public perception of our union. Through our work, we’ve highlighted the importance of the Labor Movement, we’ve demonstrated our solidarity, and we’ve showcased the incredible contributions of our members. We’ve shown the world what we’ve always known—the IUPAT is a force to be reckoned with.

As we look to the next five years, our mission remains the same. I want to prioritize the perspectives and stories of our rank-and-file members. First, we will leverage cutting-edge technology and storytelling techniques to produce videos, graphics, and written content that resonates deeply with our members and the broader public. Our goal is not only to inform and inspire action, but to mobilize our members, and win our organizing and political campaigns. Second, we will share our knowledge, resources, and best practices with our District Councils so that they may develop their own departments and become communication powerhouses in their own rights. This collaborative approach will ensure that our messaging is consistent, cohesive, and

far-reaching, amplifying the voice of every member in every region. Finally, we will empower and assist our rank-and-file members in sharing their own experiences, challenges, and victories. We believe that the most authentic and powerful narratives come directly from the people who live them. By doing so, we will create a tapestry of voices that reflect the true spirit of our union, a union built on solidarity, resilience, and the unwavering belief in the dignity of labor.

Over the last decade, and particularly under our current leadership, I've seen our union grow and develop at a pace that few institutions can match. We have continually been at the forefront of organizing, political advocacy, and our unwavering commitment to doing what is right. Most impressively, we've done it even when it wasn't easy, and when few others have had the courage to join us. We were among the first unions to come out in support of our LGBTQ siblings, as well as speak out on behalf of the bodily autonomy of women. Most recently, we were the first AFL-CIO affiliate in North America to stand up in support of our brothers and sisters dying in Palestine. We have consistently pushed ourselves as a vanguard of a larger movement of working people across the US and Canada to fight for issues that affect millions of people. I believe that the standards that our union has set have prompted other unions to do the same, and I know the Labor Movement is better off for it. That is a testament to the leadership of this union and to the efforts of each and every one of you.

As I reflect on my own journey, I'm reminded of the countless moments of courage, determination, and solidarity that I've witnessed. I look up to and admire many of you here, and I draw inspiration from the work that I witness and take part in every day. I've been incredibly fortunate to have mentors like Ildefonso Magana, whose work as an organizer has deeply inspired me. His intellect, strong moral and political foundation, and ability to ignite a sense of purpose in workers inspire many of us.

Anton Ruesing, one of the smartest people I know, is another mentor of mine. When I think of what it means to be a good union member, Anton is one of the first people that comes to mind. He is thoughtful and measured, and I've never seen him lose his drive or his passion. He wants to make the world a better place for every worker in our trades.

Lastly, I need to mention Jimmy Williams. I've worked with Jimmy almost my entire career here. I think we're all fortunate to have a General President who constantly challenges us to be stronger and more equitable and to keep our union at the forefront of the Labor Movement.

Ultimately, I think we're all fortunate enough to be part of a union family that provides us with mentors at every stage of our journey. From apprentices just starting out to those nearing retirement, there are tens of thousands of IUPAT members whose experiences, wisdom, and passion we can draw from. Together, we can strengthen our union and improve our communities. This, to me, is the essence of solidarity and our Convention theme.

As we move forward, let's continue to look to each other for support, inspiration, and guidance. It's our duty to highlight the accomplishments of our union, to communicate directly with our membership, and to provide them with every tool available to succeed both on the job site and within the structure of our union. That's why we have two separate Convention resolutions that will help us work towards these goals. The first is to create a One Union Working Group, which will include representatives from District Councils, IU departments, committees, and affiliated funds. We want to create a style guide to ensure we are using shared phrasing, words, and graphics throughout our union. The second thing is we're going to ask each District Council to appoint a Communications Director or lead to work directly with our department and help build up the capacity of our District Councils in both internal and external communications work. I hope we can count on your support to continue improving our communications work and to continue increasing our union's presence online, in print, and in media across North America.

In closing, I want to express my deepest gratitude to each and every one of you. Your dedication, hard work, and unwavering commitment to our union are what make the IUPAT so strong. I also want to give a shout-out to all the staff (IU and District Councils inclusive) that helped make this Convention positive and empowering and as representative of our work as possible.

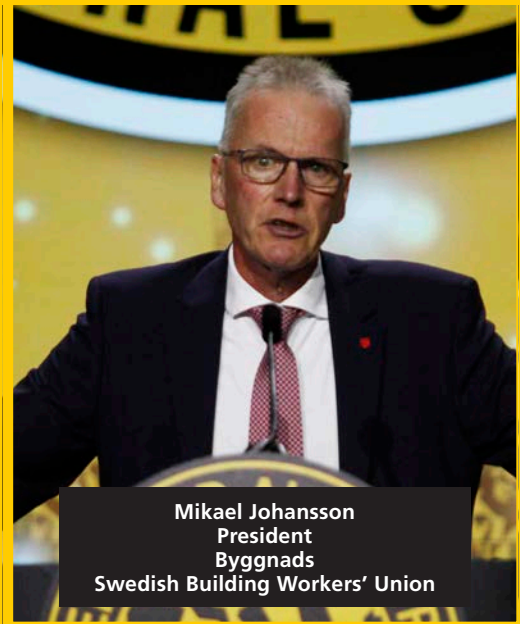
Let us continue to fight for the rights of workers; let's uplift the stories of our members; and let's build a future where every worker is treated with dignity and respect. Thank you.

Convention Day 1: Mon

GUEST SPEAKERS



Sean O'Brien
General President
Teamsters



Mikael Johansson
President
Byggnads
Swedish Building Workers' Union



day, August 26, 2024



Becky Pringle
President
National Education
Association





GENERAL VICE PRESIDENT (CANADA)

SIMON HAZELWOOD



“We are committed to bringing our value to our members and our contractor partners, increasing our numbers, and creating a stronger, more diverse IUPAT.”



I want to thank General President Jim Williams for this opportunity. I’m truly honored and committed to delivering my best in this role. I also wish to acknowledge my friends and mentors, Robert Kucheran and Jack White. With a combined 48 years of service on International staff alone, I hope that you appreciate the depth of influence and mentorship you have provided to our Canadian brothers and sisters. Your dedication and guidance have been instrumental in shaping our Canadian councils, and we thank you.

When Robert offered me the position of Business Representative for Local 1590 21 years ago, I never imagined the incredible opportunities that it would bring, nor that it would lead me here today, and I’m sincerely grateful. Thank you also to the entire General Executive Board for your warm welcome and your support. I look forward to working with you to achieve our common goals.

Canada’s five District Councils represent a diverse landscape, each with its unique structure and regional labor laws. Our membership is also increasingly diverse, and we aim to reach 20 percent female membership within the next five years. I’m proud to share that our ability to achieve this goal was recently bolstered by the election of Shauntelle Hollett and Renée Desjardins. These talented women are the first female Business Managers in Canada and will serve as inspiring leaders and role models to drive this important objective.

Shauntelle’s **DC 17**, which serves Alberta, Saskatchewan, and Manitoba, navigates challenging labor laws yet continues to thrive despite only having five representatives. The region’s abundant gas, oil, and potash resources present substantial growth opportunities. DC 17 leverages these prospects by offering exceptional service, recruiting new members, introducing trade programs to high school students, and collaborating with Indigenous communities to develop a skilled workforce. Recently, DC 17 successfully secured a painter-decorator apprenticeship from the province, creating new avenues for recruiting and training. DC 17’s next target for growth includes a robust commercial and residential market.

Renée’s **DC 97**, in the province of Quebec, is unique in that every construction worker is unionized, ensuring benefits like health care, pensions, and vacation pay for every worker. During the open period in the CBA that occurs every three years, the members, not the companies, can elect to switch unions if they’re dissatisfied with their representation. With Business Manager Renée Desjardins leading DC 97 and surrounded by dedicated staff, I’m confident that a reputation for excellent service will not only retain but substantially increase its membership.

I’d also like to congratulate Dan Jajic on a successful reelection as **DC 38** BM/ST on our West Coast of Canada. This council experienced positive change following the recent enactment of labor-friendly legislation by the provincial NDP government. The introduction of card-based certification has empowered DC 38 to successfully organize

a large industrial coatings company, adding over 200 new members. This achievement, supported by three rank-and-file members on-site, underscores our members' power of solidarity and unwavering commitment. One of these dedicated members is present today, and I'd like to extend my heartfelt thanks to you, Robert Alexander, for your invaluable contribution to that organizing. **DC 38** also played a pivotal role in the provincial government's decision to mandate asbestos abatement training and contractor licensing this year and continues to advocate for improved regulations benefitting all abatement workers. The collaboration with the Joint Labor Hazardous Materials Association has set a high standard, ensuring that DC 38 members are among the province's best-trained and most knowledgeable workers, which in turn will provide growth to our membership.

Atlantic Council **DC 39**, led by Business Manager Jonathan Gaul, covers Nova Scotia, New Brunswick, and Newfoundland. This council is making significant strides, with 90 percent of the industrial coatings industry now unionized with the IUPAT. Their ongoing efforts to organize new sectors remain impressive, exemplified by their recent success in organizing 80 percent of the Nova Scotia glass industry. DC 39 has also built a new training facility with millions of dollars worth of equipment, including a 40-foot mobile blast and spray unit. LMCI grants and the UTIP Federal Government Grant have been crucial in the funding of this equipment. The council's dedication to training and securing new apprenticeships, including the glazier and soon the painter and drywall apprenticeships, is commendable.

In Ontario, **DC 46**, benefits from some of the best labor laws in North America thanks to Business Manager Bruno Mandic and Political Director Ivan Dawns. Their political expertise has been essential in sustaining strong relationships with all levels of government and all parties. District Council 46's training division plays a crucial role in recruiting and retaining new members. FTI Ontario and the Interior Finishing Systems training facility offer advanced training programs and pre-apprentice courses that equip apprentices with the essential knowledge before working onsite. Both training centers have appointed apprentice liaisons dedicated to mentoring the next generation of workers to enhance their retention efforts further.

Additionally, a recent organizing drive in Ottawa successfully organized over 45 residential painting companies, highlighting the strength of unity and collaboration among District Councils. During this effort, **DC 46** received support from several councils across Canada and the United States,

sending organizers to share best practices and working together toward this goal.

Over the past five years, **DC 46's** membership has grown significantly. We are dedicated to expanding our councils, and our commitment to organizing is clear. Under the leadership of Armindo Correia, our Lead Organizer for Canada, I am confident this dedication will grow stronger. Armindo brings extensive experience to our efforts, having spent 23 years with DC 46 before joining the International staff in July 2023. His collaboration with the organizing and servicing directors across Canada and his support for the IUPAT has been invaluable.

While I've shared many highlights and positives, Canada is also facing notable challenges. The residential sector has slowed significantly due to the highest interest rates we've seen in 20 years, which is impacting many members. Additionally, the commercial sector needs targeted effort as union density for commercial painting in Canada is very low, but it also presents an opportunity for growth. Looking ahead, our vision is to deploy more organizers focused on broadening our reach and enhancing our presence. We are committed to ongoing staff education through various channels, including the IUPAT Leadership Training, and we will ensure they receive support for success. With the endorsement of our Canadian business managers, we'll leverage Section 46 assignments to deploy organizers across the country, enabling them to gain valuable on-the-job experience and to share best practices.

The dedication and expertise of this exceptional team of business managers, representatives, and training staff across Canada will propel us to the next level. Our focus is clear: working as **One Union**, prioritizing service, organizing, and training a skilled workforce. We are committed to bringing our value to our members and our contractor partners, increasing our numbers, and creating a stronger, more diverse IUPAT.

Before closing, I'd like to extend a special thanks to my best friend and partner, Amy. Your unwavering support and encouragement mean the world to me. Thank you, and I love you.

Finally, I want to express my sincere appreciation and admiration for the value that every single person in this room brings to our IUPAT team. On a daily basis, your individual contributions and collective dedication truly make a positive difference in the lives of our members and their families. For that, you should feel a deep sense of pride.



“At the heart of our union’s mission and our collective success is the interconnectedness of our service, organizing, training, and political efforts.”



GENERAL VICE PRESIDENT FOR SERVICE MARK KOMAROMI

Brother Mark Komaromi, a glazier by trade and 30-year member of District Council 11/Local Union 1274 (Bridgeport, Connecticut), opened with loving words about his daughter, Jaclynn; his son, Mark Jr. and fiancé, Victoria; his brother, Mike, and his wife of 29 years, Michelle. He then said, “Family, meet my union family.”

Komaromi said he is especially proud to be part of this team. He then spoke of his many mentors, including David Pominoski, Frank Janic, Steve Kekac, and his two brothers, Mike and Wayne. All taught him to be an active member, what it means to be part of a union family, and to look out for one another. He spoke of his father, who told him and his brothers, “If you’re not going to college, you’re joining a union,” and to always remember where he came from and make decisions that are in the best interest of the members. Komaromi told the delegates, “I live by this every day.”

Brother Komaromi said the alignment between departments serves to protect and empower our members. “At the heart of our union’s mission and our collective success is the interconnectedness of our service, organizing, training, and political efforts. Each of these pillars is vital in its own right, but it is their synergy that truly drives our union forward and allows us to build a more active, educated, and engaged membership.

“At its core, our union exists to serve our members—to advocate for their rights, to ensure they are treated fairly, and to provide them with the support they need to thrive in their careers. **Service** is the foundation of everything we do. It is the bedrock upon which all our other efforts are built, allowing us to organize and mobilize our workforce effectively. Service must drive the charge to increase apprentices, member education, engagement, activism, and diversity. When we offer strong service, we create trust and loyalty among our members.

“**Organizing** is essential for expanding our union’s reach and influence. Effective and successful organizing brings more workers into the fold, increases our numbers, and, in turn, our bargaining power. Organizing not only grows our ranks; it empowers workers, giving them a voice and ensuring that they have the support and resources they need to fight for their rights. Organizing also directly feeds into our service efforts—by bringing more members into the union, we enhance our ability to serve and advocate for a larger, more diverse group of workers.

“**Training** is where we build the future. It’s where we ensure that our members have the skills, knowledge, and confidence to excel in their work. Training creates a workforce that is respected, valued, and in demand. A well-trained workforce is the union’s strongest asset—it allows us to set the standard for quality and professionalism in the industry and is a great tool in negotiations with employers. When we provide top-notch training, we not only elevate our members but also strengthen our organizing efforts.

“Lastly, **political efforts** are the lever that moves our agenda forward on a larger scale. Political advocacy is how we ensure that the voices of our members are heard in the halls of power. It’s how we fight for laws and policies that protect workers’

rights, ensure fair wages, and promote safe working conditions. Our political efforts are deeply connected to our organizing, service, and training work. When we organize, we build the numbers and strength we need to influence political outcomes.

“The beauty of our union’s work lies in the way these elements—service, organizing, training, and political efforts—interconnect and reinforce one another. They are interwoven threads that together form the fabric of our union. When we excel in one area, it strengthens the others. When we serve our members well, we create the foundation for successful organizing.”

Brother Komaromi shared an overview of the **Five Pillars of Servicing**, a plan to educate our members on how our departments complement our strategy to gain more hours and work opportunities through Membership Engagement and Mentorship; Retention; Contract Enforcement; Contractor Relationships; and Service, Organizing and Policy.

“**Membership Engagement and Mentorship:** This training teaches business representatives how to engage our members and educate them on the values of our union. It has led to increased membership participation in Local Union meetings. A better relationship with our members helps us retain them.

“Over the last five years, our members and contractors performed 9.2 million hours under the National Maintenance Agreement, which is nearly double what was performed the previous five years. The majority of hours were in the utility-scale energy sector, a critical sector in our nation’s infrastructure. This is a great example of the type of information that we should share with our members; it allows them to make a more informed decision when voting. This type of communication keeps our members actively engaged.

“**Retention:** Member losses can be devastating in our competitive industries. When we lose members, we don’t just lose skilled labor—we lose experience, expertise, and efficiency. Each time a member drops, we face the cost of losing ground in the market and unnecessary, increased training costs.

“Retention isn’t just about keeping members in the pool; it’s about creating an environment where they feel valued, supported, and motivated to stay. This involves investing in their professional development, ensuring competitive wages, and fostering a culture of safety and respect on the job site. By prioritizing these aspects, we not only retain our workforce but also attract new and diverse talent from every community to the industry.

“**Contract Enforcement:** The enforcement of contracts with unions is of paramount importance to the future of our industry, specifically as it relates to apprenticeship-to-journey worker ratios and the growth of our market share. At the heart of any successful union is the principle of fairness—fair wages, fair working conditions, and fair opportunities for all members. A key component of this fairness is ensuring that our apprentices have the chance to learn, grow, and eventually step into the roles of journey workers. It’s not just about filling positions; it’s about building a skilled, knowledgeable workforce that can sustain our industry for years to come. The strict enforcement of contracts sets a high bar for quality and professionalism that differentiates us from the competition. Contractors and end users alike recognize that union labor means a job well done by skilled, well-trained professionals who adhere to the highest standards. This reputation is our strongest asset in expanding our influence and securing more work in an increasingly competitive market.

“**Contractor Relationships:** The cornerstone of our industry’s success is the relationship between labor and management. It sets us apart from the competition and forms the foundation upon which we build our workforce, our projects, and our future. Strong, collaborative relationships between labor and management are crucial in four key areas: training, job quality, capturing market share, and worker retention—strong relationships between labor and management create a positive work environment where workers feel valued, respected, and supported.

“Currently, 116 mega projects valued at \$1 billion and up are in the works, all with labor standards like apprenticeship utilization and an administration that is promoting Project Labor Agreements. This is an opportunity to put more of our members to work.

“**Servicing, Organizing and Policy:** Servicing is central to the future of our industry and the well-being of our communities; the power of union organizing allows us to capture market share, particularly in the public and private building sectors; and our union plays a critical role in the construction of public infrastructure. We are currently in a political climate that is increasingly favorable to unions with a government that recognizes the importance of strong labor unions in building a fair economy. This gives us a unique opportunity to expand our influence.

Service must be aligned with organizing, training, and politics to seize this moment, organize with renewed energy, and build a stronger, more resilient workforce for this union’s future. **One Union. One Family. One Fight.**



GENERAL EXECUTIVE BOARD

Mark Komaromi
GENERAL VICE PRESIDENT
FOR SERVICE

Paul Canning
GENERAL VICE PRESIDENT
EASTERN REGION

James A. Williams Jr.
GENERAL PRESIDENT

Charlie Meadows
GENERAL VICE PRESIDENT
CENTRAL REGION

Gregg Smith
GENERAL SECRETARY-TREASURER

Shane Smith
GENERAL VICE PRESIDENT
FOR ORGANIZING

Liz McElroy
GENERAL VICE PRESIDENT
FOR GOVERNMENT AFFAIRS

Mike Gutierrez
GENERAL VICE PRESIDENT
WESTERN REGION

Simon Hazelwood
GENERAL VICE PRESIDENT
CANADA



WILLIAMS SLATE VICTORY

On Tuesday, August 27, 2024, General President Jimmy Williams Jr. and his slate were elected by acclamation to lead the International Union of Painters and Allied Trades for the next five years.

After reading from a prepared statement detailing General President Jimmy Williams' career, District Council 21 Director of Organizing Matt Trzaska officially nominated General President Williams and his slate comprised of General Secretary-Treasurer Gregg Smith, General Vice President Paul Canning, General Vice President Charlie Meadows, General Vice President Mike Gutierrez, General Vice President Simon Hazelwood, General Vice President [for Organizing] Shane Smith, General Vice President [for Government Affairs] Liz McElroy, and General Vice President [for Service] Mark Komaromi.

Support for the nomination came in the form of seconds to the motion and additional words of praise from District Council 58/Local Union 2341 Business Representative Wendell Harris, District Council 36 Business Manager/Secretary-Treasurer Luis Robles, District Council 97 Business Manager/Secretary-Treasurer Renée Tessier-Desjardins, and District Council 77 Director of Service Juli Prill.

After accepting their nominations and saying a few words, the newly elected General Executive Board took the oath of office in a swearing-in ceremony conducted by fellow IUPAT member and NABTU President Sean McGarvey.

General President Williams told the delegates, "It's probably the most humbling experience of my life to know that I have the support of my union family in this room." He added, "We've got a lot of work to do to grow our union, and this team is committed to doing that."





NABTU PRESIDENT SEAN MCGARVEY

“The IUPAT has set a high standard in the Building Trades by doubling the number of female apprentices since the last Convention and increasing the number of union leaders who reflect the communities we build, represent, and organize.”



Sean McGarvey is a glazier by trade and a longtime IUPAT member of District Council 21/Local Union 252 (Philadelphia). His career as a glazier began in 1981, when his mentor, IUPAT General President Emeritus James A. Williams Sr., told him he was accepted into a registered apprenticeship program and was to report to H. Perilstein Glass Company for his first day of work.

Brother McGarvey greeted the General Executive Board and delegates on behalf of the NABTU leadership team—Secretary-Treasurer Brandon Bishop, the Governing Board of Presidents, and fellow IUPAT member and NABTU Chief of Staff Mike Monroe, who also serves as Senior Labor Advisor to Vice President Kamala Harris.

He said the IUPAT is the greatest labor organization in the United States and Canada. McGarvey spoke of change at the NABTU Board meetings, which are now attended by younger leaders who are setting aside grudges for the good of their members and the growth of the industry. He said that General President Jimmy Williams Jr.’s organizing background, vision, and professional relationships are at the center. He added that Williams and General President Brent Booker of the Laborers’ International Union of North America are going to elevate their unions, the Building Trades and the Labor Movement to “unbelievable heights.”

Brother McGarvey applauded the work, craftsmanship, and professionalism of the 5,000 NABTU members, including IUPAT members, who work at Disney in Orlando. He praised the IUPAT’s leadership and staff for their work on NABTU’s boards and committees and told the delegates that their work uplifts communities, changes the trajectory for thousands, and drives progress and prosperity across our continent. “Brothers and sisters, all of us in this room are in the business of changing lives. That’s what we do.”

McGarvey spoke about training and diversity, stating that across all Building Trades, a combined \$2.5 billion is invested in training, and an average of 75,000 new people enter our programs annually. He added that in the last 20 years, 36,000 more women and 315,000 more people of color are in our registered apprenticeship programs as opposed to non-union. He said that the data shows that unionized construction productivity is 40 percent higher than the open shop and “that utilizing true workforce development tools like Project Labor Agreements (PLAs) and collective bargaining builds a more robust and diverse workforce.” He added that the resolutions the IUPAT is adopting to continue our progress in creating more opportunities for women, young workers, and people of color are “actionable plans and achievable goals.”

Brother McGarvey said our work has made a “monumental impact” and that the Biden-Harris administration’s accomplishments on infrastructure, energy, economic and national security are unprecedented. He said that the **Infrastructure Law** means safer roads and bridges, energy infrastructure, clean water, transit, and broadband throughout America and that it is “the greatest infrastructure investment in our nation’s history.” He added that it includes all the industries in which IUPAT members work, and will provide many jobs. McGarvey said the **CHIPS and Science Act’s** impact on the semiconductor industry is jumpstarting careers for thousands of Building Trades members and funding construction across America. He also spoke about the **Inflation**

Reduction Act (IRA)—“for the first time in history, we have labor standards on federal tax credits.” McGarvey said that our members are benefitting from over 300 clean energy jobs that include battery facilities, offshore and onshore wind, nuclear, and solar. He spoke of IRA tax credits when project owners pay the prevailing wage and utilize registered apprenticeship programs for their workforce, and said there are billions of dollars in grants for energy efficiency upgrades in the United States and Canada. “Between the Infrastructure Law, IRA, and CHIPS, we’re looking at over \$10 trillion of federal investment coupled with private investment to rebuild America’s economy and infrastructure—\$10 trillion worth of work.” He said we have many construction agreements currently, including billions of dollars in projects for Amtrak, SMRs, CHIPS, offshore wind, and in the South—an LNG plant in Louisiana, a historic increase at TVA, and Southern Company’s Plant Vogtle 3 and 4, which is now the largest clean energy generator in the United States.

McGarvey, who attended the DNC the week prior to the Convention, spoke more about the Biden-Harris administration, including Harris’ tie-breaking vote for the American Rescue Act that delivered millions in pension relief for our members and a reinforced Davis-Bacon Law that secures stronger prevailing wage raises for thousands of construction workers. Additionally, we have 15 PLA agreements throughout the South as a result of the first-ever PLA executive order that ensures that large-scale federal construction projects meet the highest standards of quality, efficiency, and safety, and are completed on time; improved OSHA requirements; and support to increase diversity and equity in the trades.

McGarvey talked about the work of **Helmets to Hardhats**, which brings transitioning military men and women into the trades, and **TradesFutures**, which promotes on-ramps to careers in construction. TradesFutures supports over 225 Apprenticeship Readiness Programs (ARPs) in underserved communities, rural areas, and big cities, and is seeing a rising number of graduates who are people of color and women. Additionally, TradesFutures and the National Urban League are able to uplift more programs and people with a \$20 million cooperative agreement grant from the Department of Labor.

He talked about the increasing number of women in the trades and within the IUPAT, crediting initiatives like **Tradeswomen Build Nations (TWBN)**, lean-in circles, recruitment efforts, and health and safety needs. “The IUPAT has set a high standard in the Building Trades by doubling the number of female apprentices since the last Convention and increasing the number of union leaders who reflect the communities we build, represent, and organize.” He added, “Our National Tradeswomen Committee works with TradesFutures and set

up two childcare subsidy pilots, one in New York City and one in Milwaukee, Wisconsin.” He thanked IUPAT Senior Advisors to the General President Maria Foster and Madison Hull for their help with these efforts. “By leaning into mentorship and building a culture with policies that understand those worker issues or family issues, you’re demonstrating the IUPAT motto: **‘One Union. One Family. One Fight.’**”

McGarvey talked about prioritizing job site culture and mental health issues impacting our workforce and the **Responsible Environment Supporting Positivity, Equity, Culture and Treatment (RESPECT) initiative**. This pilot program aims to set an example of what a construction job site can and should be. He talked about addressing substance abuse, alcoholism, and suicide amongst our ranks and praised the **IUPAT Helping Hand** program for its work in that area.

McGarvey said that the **Capital Strategies Program** is expanding job opportunities by investing over \$800 billion in pension fund assets and over \$1.4 trillion of private and public sector investments, currently under responsible contractor policies. We’re on our way to reaching \$3 trillion in five years.

McGarvey talked about the November election and preventing “the hostile Trump administration from erasing all the gains that we’ve made.” He spoke of conversations with President Biden and Vice President Harris, who collectively conveyed their value for working people, gratitude, and support for unions. He said that the Harris-Walz vision for America aligns with our values. “They come from the middle class, and they will support the middle class.” He stated, “Trump serves no one but himself” and said that Project 2025, which was written with the Heritage Foundation and endorsed by the Associated Building and Contractors (ABC)—both of which oppose unions and pro-worker policies—is the playbook for what the Trump administration would do if returned to power. He said a Trump presidency would gut registered apprenticeship programs, eliminate prevailing wages, do away with PLAs, repeal the Bipartisan Infrastructure Law, and roll back health care protections for women, OSHA worker safety laws, and worker classification protections.

McGarvey closed by saying, “I am a testament to what giving people an opportunity can mean. There are tens of thousands of painters, glaziers, and floor coverers across North America who desperately want an opportunity to carry that card and become your brothers and sisters. Let’s seize the opportunity. As Michelle Obama said last week [at the DNC], ‘Let’s do something.’ Let’s secure our wins in November and beyond. Let’s go.”

Convention Day 2: Tue

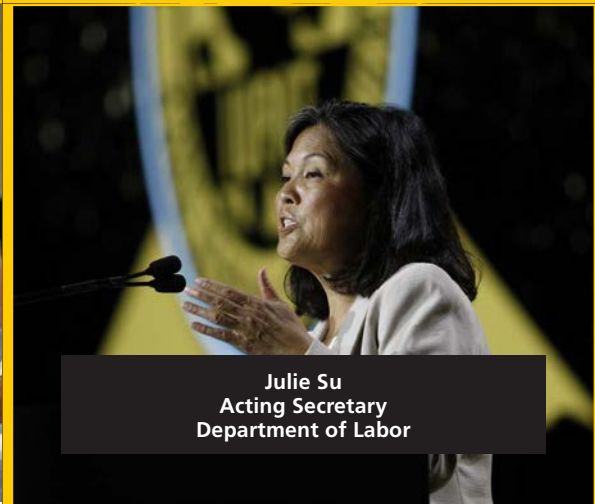
GUEST SPEAKERS



Terry O'Sullivan
Chairman of the Board
Ullico



Brian Hale
CEO & President
Ullico



Julie Su
Acting Secretary
Department of Labor



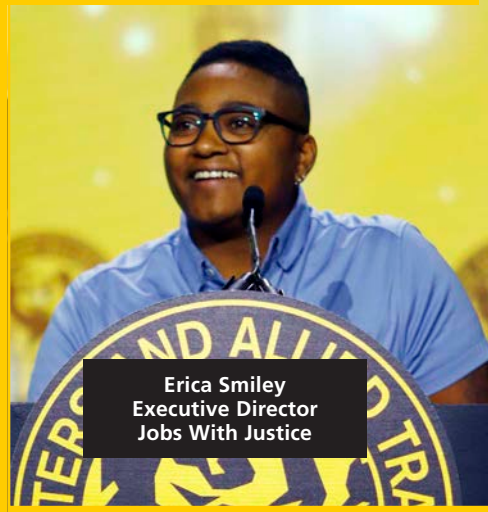
Randi Weingarten
President
American Federation of Teachers

Monday, August 27, 2024

PEAKERS



Peter Mansbridge
Journalist
Canadian Broadcasting Corporation



Erica Smiley
Executive Director
Jobs With Justice



Eric Grubb
Director of New Footprint Construction
Ford Motor Company



J.B. Pritzker
Governor of Illinois





“...we are committed to membership growth through innovative organizing strategies, comprehensive training programs, and strong alliances with community partners and political leaders.”



GENERAL VICE PRESIDENT (CENTRAL) CHARLIE MEADOWS

I’ve been a member of the IUPAT for 38 years—19 years in the field and 19 as a representative for my District Council and the International Union. I would like to thank former GVPs Ray Price, James Reid, Bill Candelori, and Mark Van Zevern, as well as Greg Raftery for their wise counsel over the years. I am also grateful for the support of the Central Region business managers and the confidence of GP Williams and GST Smith. I also want to thank my daughter, Kaitlyn—and Jesse—for joining us here today. I love you guys.

In the Central Region, there’s a shared determination to work against complacency, not be satisfied with the *status quo*, and to seek fresh perspectives and new strategies for success. What I’m reporting on today comes directly from the Central Region business managers and directors of service. We are proud of these years of resilience, dedication, and strength.

Servicing and Negotiation: This is how we retain our members, advocate for their interests, and build their appreciation for the union and community. The Central Region serves 25,500 members. Many are new to our industry, and many are younger workers with expectations we are duty-bound to understand and accommodate.

DC 91 is no longer under trusteeship. They’re focused on negotiating quality contracts and operating a fiscally healthy District Council. This includes the settlement of the Gemtron strike, preserving a collective bargaining relationship in the face of serious union-busting tactics. **DC 58** continues to rise to the challenge of expanding its operations into two new states. **DC 82** is enhancing its members’ understanding of what the union does through a comprehensive new member orientation class and the appointment of new CORE Director Art Hill. **DC 58** implemented a free English as a Second Language class hosted at their offices through recruitment by the Organizing staff. **DC 30** has doubled down on its commitment to protect workers from harassment, especially sexual harassment, by revising its CBA’s policy. Several District Councils are implementing the Helping Hand program. **DC 82** has assigned a full-time person to work with apprentices on mentorship, family issues, and mental health. **DC 30** is teaching classes on mental health and substance use awareness. **DC 14** is connecting with our community by repairing homes in Chicago’s Inglewood and Chicago Heights neighborhoods.

Organizing: This concerns what we do to bring in new members, increase work opportunities, and combat exploitation. Servicing representation and organizing are tied together when huge projects launch in our District Councils. This is the case for **District Councils 6, 58, and 91** in the form of massive battery plants and an Intel chip plant. **District Councils 14, 30, and 58** are collaborating on a targeted water tower initiative, strengthening ties with their communities and generating work opportunities. **DC 82** is leveraging the NLRB’s recent Cemex ruling to secure a bargaining order when an employer fails to recognize the union. Today, there is a contract where there once was no contract. **DC 30** is working with the IU and Illinois Attorney General to

find TBJ Drywall and Painting guilty of violating labor law. Hundreds of exploited workers are involved, including some who have received worker authorization and protection from deportation because of their participation in this dispute.

Today, we have what we call the Southern Initiative, a campaign in Nashville. **DC 91** and later **DC 58** have implemented a renewed approach to organizing new contractors, recruiting new members, and expanding our market share. In Nashville, we've also identified and addressed over 44 traveling contractors within the newly expanded jurisdiction, capturing a previously unrecognized market share. Also, four broker-operated companies are now signed to CBAs.

Many of our councils also use social media and digital delivery to help their organizing efforts, strategically using technology like the Unite platform and geofencing.

Apprenticeship and Training: This is how we prepare the next generation of tradespersons, keep our current workforce the best-trained, and preserve the supremacy of union apprenticeships. **DC 58** welcomed 539 new apprentices into our ranks over the past five years, and 20 percent were women. Several of our District Councils are committing themselves to the hard work of standing up pre-apprenticeships. **District councils 14, 30, and 58** have completed two cohorts of U.S. Department of Labor-funded pre-apprenticeship in industrial painting. Graduates are currently being placed and beginning their careers. These councils are both helping drive the demand for infrastructure jobs with their water tower campaign and adding to the supply of tradespersons for this important work. **DC 58's** FTI Midwest is working with a local school district to co-teach a six-week pre-apprenticeship program. Thanks to the hard work of DC 58's team, Tennessee also now has apprenticeship standards tailored explicitly for the state. **DC 1M** established a new STAR program, created an apprentice readiness program, and purchased a new FTI building with the help of our LMCI grants. **DC 82** built a new training center in Montana using an innovative public-private partnership. **DC 14** forges successful partnerships with the Chicago Women in Trades Organization. **DC 7** is expanding its training capacity in Madison and Green Bay and has developed common training for its apprentices. **DC 3** has a new Director of Training and instructor and is excited to enhance its apprenticeship and training offerings. **DC 6** has made the transition to a ranked pool of eligible

programs. **DC 30** has revised its CBA to better ensure the replacement of existing unemployed apprentices.

Benefits and Administration: Central Region District Councils are caring for and improving health care and retirement benefits, which includes transitions such as self-administering benefit plans and custom designing new group retiree health plans. **DCs 1M and 30** have partnered with the IUPAT and retirement plan advisors Benjamin & Company to guide members to make the most of their union-sponsored benefits. **DC 7** is developing a 401(k) to add to its pension plan, and some locals in **DC 1M** are beginning to participate in the IUPAT annuity, along with their pensions. Retirement benefits were in dispute in the recent Gemtron strike, but **DC 91** was able to stop a full decertification, collect withdrawal liability, and set up a new 401(k), along with the largest increased wages they've ever seen.

Governmental Affairs: This involves labor-friendly public policy and electing public officials committed to the success of organized labor. **In Illinois, our District Councils** work with organized labor to pass the Workers' Rights Amendment. **DC 1M** joined Michigan's labor community to repeal right-to-work and reinstate prevailing wages. They also helped pass responsible contract legislation in Detroit. With **DC 58's** help, a new metro board was established to monitor construction contract compliance on Nashville Metro-procured projects. Finally, our **District Councils in Michigan, Wisconsin, Minnesota, and Ohio** are fully aware of the importance of their states this election season, and will collaborate within their communities during this milestone election season.

As we look forward to the next five years, the Central Region aims to foster a Labor Movement that defends the rights of our current members and extends a welcoming hand to all workers in our industries. This mission is essential to our strength and resilience; it is our duty to make certain those we represent feel valued and respected by our union. We are also committed to membership growth through innovative organizing strategies, comprehensive training programs, and strong alliances with community partners and political leaders. By doing so, we will increase our market share and political influence and ensure our members work for fair wages, are safe at work, and enjoy opportunities for advancement. We're going to get our feet on the street, fight the fight, and represent our members the best that we possibly can.



LMCI DIRECTOR TIM STRICKER

"We... have an opportunity to set the course for the coming years to solidify our presence in the construction industry."



Before I start the talk on the LMCI, I would like to take a few minutes to acknowledge a few individuals. I'd like to give a shout-out to some of those who played a pivotal role in putting this week together: our partner, CSU, and our Disney partners, Robby Briley and Michele Carol. From our IU team, Kurt Meyers, Nathan Stvartak, Ryan Kekeris, Josh Downey, Marcy Babendreier, and the guy who really does the heavy lifting, Gavin McDonald.

We also have some special guests here today—our partners. They're our contractors, and every contractor who is here today as a guest is also a trustee on one of our trusted funds, giving up their valuable time from running their companies to make sure that those funds are going in the right direction.

Thank you for the privilege of saying a few words on the IUPAT's LMCI. The LMCI as we know it today was formed in the early 2000s with the goal of cultivating productive, cooperative, and rational harmony between both the IUPAT and its signatory contractors, working together on a number of initiatives that lead to increased market share and IUPAT membership. It has been that directive that this department has dedicated itself to carrying out over the last five years.

The following are a few examples of what the LMCI has been doing under the guidance of Co-chairs General President Williams and Paul Tsourous from Jupiter Painting, along with the other trustees of the LMCI:

The IUPAT is only one of two Building Trades unions to implement a **maternity program**. The program provides financial assistance for a minimum of six weeks to a member who gives birth so they can have some added peace of mind regarding a paycheck while they spend those important early weeks bonding with their newborn. This program has proven to increase retention of our female members who have recently given birth. Madalyn Scarcliff, a glazier, and Gage Pitts, an industrial painter, both from DC 30, were the first family to take advantage of the maternity program when their daughter, Vesta Gayle, was born in the Spring of 2021. Today we have had 13 members who have taken advantage of this program and paid out nearly \$200,000 in wages. We are currently working to expand the program to Canada.

Also, we are the first organization in the Building Trades to expand on a grassroots initiative called **IUPAT Helping Hand**, our member assistance program. While enjoying huge initial success, we knew that we had to take the program to the next step. We knew that it needed a full-time director, and not just any director—one who lived through the perils of addiction and found a way out of it, someone who educated himself to become a certified EAP. Chris Scheiblein has and will continue to make this program one that will do everything possible to help our members,

contractors, and their family members who suffer from the cruelties of addiction and mental health issues. If your District Council, local company, or association has not engaged Chris, please do so. It may save someone's life.

LMCI was also instrumental in the forming of two national management associations. Both the **National Steel Painters Contractors Association** and the **National Architectural Glass and Metal Associations** were both established with grant money provided by the LMCI.

The logistics of attendance, travel, lodging, exhibit areas, and all the other moving parts of **trade shows** are also something the LMCI does over 30 times a year. We have sponsored the **Labor Management Flooring Industry Summit** for the last three years, with our third happening in late October, giving that industry the attention it deserves after it was lacking for years.

The LMCI supports **industry certifications** like **CAS**, **NACC**, and **AGMT**. Certifications that set our members apart from others continue to be the priority of the LMCI.

We also have a **grant program** that has returned nearly \$9 million over the past four years for our affiliates to use to produce mutual benefits for labor and our contractor partners and associations. Training equipment and office space, marketing, personnel, and programs are just a few of the other things the grant program has helped purchase or facilitate.

The LMCI provides our affiliates and our management partners with a number of **educational and training courses**, both in-person and online. **Project Management**, **Supervisor Training**, and **Estimating Essentials** are just a few of those available for both your council and company. Just reach out to me or the office for the full roster of courses and to request one in your area.

I would like to expand on one course for a few minutes as it ties into the General President's vision of helping this organization enjoy continued success for years to come: **Mentorship Matters**. This course, which has been available for a few years now but wasn't taken advantage of in a way that reached the goal line, has been re-emphasized. The LMCI is currently working with one of our associations in targeting different areas across the country to identify and educate mentors, where each will become a mentor to an apprentice in that area. How many of you here today

were lucky enough to have a journey person—or fellow apprentice, in some cases—take them under their wing to show them the ropes of how to handle the challenges that being an apprentice brings both on the job site and their personal life? I was blessed. Besides my father, I've had a few individuals who played a huge role in shaping me as a solid member and mechanic during my apprenticeship, but, more importantly, as a good son, sibling, husband, father, and friend. Ralph Williams, Jimmy Williams, Jimmy Deamer, and Warren Borish left their advice and guidance ingrained with me permanently. It's just not for apprentices or the young. I've been lucky to have an individual come into my life over the last two years who I consider a mentor as I enter the next phase of my life and career. Pastor Buddy Osborn—you heard him lead us in prayer Monday and you will again tomorrow—has been a huge influence in my life these past three years. I ask all of you here today to take the mentor training if it's offered near you and don't let that stop you from becoming a mentor to a newer, younger member. Besides helping them, I think you'll find it personally satisfying.

I'd also like to talk about the **Finishing Industries Forum**, the LMCI's premier event where we bring labor and management together to discuss, listen, and help identify not only issues facing our industries but also to celebrate the victories. Over the past three years, we have made a determined approach to breathe new life into the conference with subtle changes, all geared toward making it a true labor-management conference. Last year's event was the largest ever attended, which gives me hope that the program is moving in the right direction.

Finally, and most importantly, **the IUPAT has a partner—our contractors**. Like all relationships, we're not always going to agree. Now—especially with the friendly political landscape we are currently in—productive, respectful collaboration is a must. We do neither side a favor when we waste time, money and resources to fight among ourselves when there is a line of enemies waiting to take us down.

We, the IUPAT, and our contractor partners sitting here with us today have an opportunity to set the course for the coming years to solidify our presence in the construction industry if we work together. Thank you, and God bless.



“Part of moving forward is growing our union and keeping the members we gain.”



GENERAL SECRETARY-TREASURER GREGG SMITH

Before I get in my words, there are some people who deserve recognition from the GST’s office—Hiwot Assefa and Meaza Alem, who are in complete control of what they’re doing back at the GST’s office. Nathan Stvartak does the Membership Services and all that is the behind-the-scenes stuff that allows us to put this Convention together. Ron Kniess, who has made my job so much easier as a General Secretary-Treasurer—he deserves all the credit in the world. Also, I would definitely be remiss if I didn’t mention my partner for a long time, Bill Francisco. He’s had my back for I don’t know how many years, and I owe him a lot, too.

I started out in the union straight out of high school, and the first contractor I went to work for as an apprentice probably wasn’t the best contractor to go to work for. One of the first jobs I went to work on was a Catholic parish in my hometown. He had me working out there painting the exterior. Going down towards the end of the week, we realized we probably wouldn’t get it done by Friday afternoon. It had to be done Friday afternoon because we had church service and mass on Saturday and all that for those Catholics out there.

So Friday morning, I called the contractor—he had me doing it alone, as a matter of fact—and said, “Hey, we’re running out of material.”

He said, “Well, just add a little water to it.”

I said, “Okay,” so I added a little water.

Well, in the afternoon, I wasn’t even closer to being done and still didn’t have much material. A storm was rolling in. I called the contractor and asked, “What do I do?”

He said, “Add a little more water to it.”

So. Father Tom came out to ask how it was going. I said, “I’m getting this done.”

So I did get it done, but by the time I got it done, this rain comes and just crunches it down. I turned around, and all the materials came off the wall. Father Tom came out and asked, “What do you think?”

I said, “I don’t know what to do.”

He put his arm around me and said, “Repaint and thin no more.”

That’s not necessarily a true story... I’ve never been in that position before. I did have a number of mentors and I probably can’t name them all, but to name some—Ron Arens. Anybody from District Council 3 (Kansas City) probably knows that name. He’s a great man. Thankfully, he’s still around and I do touch base with him now and again and talk with him. Another one—and I know I’m not alone in this—it’s been mentioned a couple of times already, Greg Raftery.

All right, I'm going to try this and then get on to my speech. Thank you, Anna, my wife. I love you.

Thank you to all of you here this week for being the leaders we need in our union. Some of you were selected, and many of you were elected, but you all have one thing in common—you're recognized by fellow members in your area as leaders. They see something in you, and that's something that you need to remember. Do not waste the faith that has been put in you to decide the great union's future.

One of the things I've learned as a leader in the union for many years as a Rep, Business Manager, and now General Secretary-Treasurer is to keep an open mind beyond our union and to be a better leader for those I represent. As GST, I've met and worked with many business leaders, and after the work at hand is done, the discussion often comes to a point where they say, "You know, the union isn't really a whole lot different than a large business."

Well, they're not so wrong. Like a business, we have our titles—some longer than others—but with those titles, we have our roles. We work together in a system where each of our roles is designed to accomplish our objectives as a team to grow our union; create work opportunities for fellow members; protect our members on the job and in their communities; and protect those who can't fend for themselves, whether they are part of the union or not. But there's a major difference between us and them. The difference is that we, as a union, are also family. We say it right in the theme of the Convention: **One Union. One Family. One Fight.**

We all grew up differently in different places in the United States, Canada, and even different places in the world. We can all see things differently, but not when it comes to our union. So we know our roles. We know we're family. We know what we have to do to succeed—we have to communicate. Despite all our roles being different, we need to be on the same page. I'm not just talking about making

certain that someone else knows what you need from them. You need to speak up and ask what is expected of you. And just because times in our economies are looking better and better right now, you can't just back into a paycheck because everyone—everyone—is working. We have to move forward because if we don't move forward now when times are good, I don't know what we're going to do when times are bad. Part of moving forward is growing our union and keeping the members we gain. We do that by taking care of our own through mentorship—not just our young apprentices, but our young journey workers, as well. We have to show them every day that our crafts are more than the business. We are family, and we are union.

Thank you. And just a note, we're getting ready to discuss a resolution that is very important to us moving forward as a union. It strictly deals with our finances. Without having a solid financial backing, we can't help provide assistance in areas that need it, such as the District Councils down South. We can't give back money to the District Councils when they are in need of it. We have to have a solid financial backing to fight against other trade unions, too. So I ask you to take that into consideration when we're talking about the next resolution. I appreciate all the support you guys have given me.



“Parte de avanzar es hacer crecer nuestro sindicato y conservar los miembros que adquiramos.”



SECRETARIO GENERAL Y TESORERO GREGG SMITH

*A*ntes de comenzar, hay algunas personas que merecen el reconocimiento de la oficina del SGT: Hiwot Assefa y Meaza Alem, quienes controlan por completo lo que hacen en la oficina del SGT. Nathan Stvartak se encarga de los servicios de membresía y de todo lo que ocurre detrás de escena que nos permite organizar esta Convención. Ron Kniess, quien ha hecho mi trabajo mucho más fácil como Secretario y Tesorero General, merece todo el reconocimiento del mundo. Además, definitivamente sería negligente no mencionar a mi compañero de mucho tiempo, Bill Francisco. Él me ha apoyado por no sé cuántos años y también le debo mucho.

Comencé en el sindicato recién salido de la preparatoria, y el primer contratista para el que trabajé como aprendiz probablemente no era el mejor contratista del mundo. Uno de los primeros trabajos en los que comencé fue en una parroquia católica en mi ciudad natal. Me tenía trabajando allí pintando el exterior. A medida que avanzaba la semana, nos dimos cuenta de que probablemente no terminaríamos para el viernes por la tarde. Debíamos terminar para ese entonces porque había un servicio religioso y la misa el sábado y todo lo demás para las personas católicas de allí.

Entonces, el viernes por la mañana, llamé al contratista (de hecho, me tenía trabajando solo) y le dije: “Oye, nos estamos quedando sin material”.

Él me dijo: “Bueno, sólo agrégale un poco de agua”.

Yo le dije: “Está bien”, así que le agregué un poco de agua.

Bueno, por la tarde aún no estaba ni cerca de terminar y ya no tenía mucho material. Se acercaba una tormenta. Llamé al contratista y le pregunté: “¿Qué hago?”

Él me dijo: “Agrega un poco más de agua”.

Entonces. El padre Tom salió a preguntar cómo iba todo. Yo le dije: “Sí, voy a terminar”.

Así que lo logré, pero cuando terminé, llegó la lluvia y simplemente lo destruyó. Me di la vuelta y todo el material se desprendió de la pared. El padre Tom salió y preguntó: “¿Qué piensas?”

Le dije: “No sé qué hacer”.

Puso su brazo alrededor de mí y me dijo: “Vuelve a pintar todo y ya no la diluyas más”.

Esa no es necesariamente una historia real... Nunca había estado en esa posición antes. Tuve varios mentores y probablemente no pueda nombrarlos a todos, pero por nombrar a algunos... Ron Arens. Tal vez todas las personas del Consejo de Distrito 3 (Kansas City) conocen este nombre. Es un gran hombre. Afortunadamente, todavía está con nosotros y lo contacto de vez en cuando y hablo con él. Otro, y sé que no soy el único, pues ya se ha mencionado un par de veces: Greg Raftery.

Muy bien, voy a intentar esto y luego continuaré con mi discurso. Gracias a Anna, mi esposa. Te amo.

Gracias a todos ustedes presentes esta semana por ser los líderes que necesitamos en nuestro sindicato. Algunos de ustedes fueron seleccionados y muchos de ustedes fueron elegidos, pero todos tienen algo en común: son reconocidos por los demás miembros de su área como líderes. Ellos ven algo en ustedes, y eso es algo que deben recordar. No desperdicien la fe que se ha depositado en ustedes para decidir el futuro del gran sindicato.

Una de las cosas que he aprendido como líder del sindicato por muchos años como representante y gerente comercial, y ahora como secretario general y tesorero, es a mantener una mente abierta más allá de nuestro sindicato y a ser un mejor líder para aquellos a quienes represento. Como SGT, he conocido y trabajado con muchos líderes empresariales, y una vez que realizamos el trabajo en cuestión, la discusión a menudo llega a un punto en el que dicen: "Sabes, el sindicato en realidad no es tan diferente a una empresa grande".

Bueno, no están tan equivocados. Al igual que en una empresa, tenemos nuestros títulos, algunos más largos que otros, pero con esos títulos, tenemos nuestros deberes. Trabajamos juntos en un sistema en el que nuestros deberes están diseñados para lograr nuestros objetivos como equipo para hacer crecer nuestro sindicato; crear oportunidades de trabajo para nuestros compañeros; proteger a nuestros miembros en el lugar de trabajo y en sus comunidades; y proteger a aquellos que no pueden valerse por sí mismos, ya sean parte del sindicato o no. Pero hay una gran diferencia entre nosotros y ellos. La diferencia es que nosotros, como sindicato, también somos una familia. Lo decimos precisamente dentro del tema de la Convención:

Un sindicato. Una familia. Una lucha.

Todos crecimos de manera diferente en distintos lugares de los Estados Unidos, Canadá e incluso en diferentes lugares del mundo. Todos podemos ver las cosas de

manera diferente, pero no cuando se trata de nuestro sindicato. Así que conocemos nuestros deberes. Sabemos que somos familia. Sabemos lo que debemos hacer para tener éxito: debemos comunicarnos. A pesar de que todos nuestros deberes son diferentes, debemos estar en la misma página. No me refiero sólo a asegurarse de que los demás sepan lo que necesitas de ellos. Debes hablar y preguntar qué se espera de ti. Y aunque los tiempos en nuestra economía se ven cada vez mejor por ahora, no se puede simplemente volver a cobrar un sueldo porque todos, todos, están trabajando. Debemos seguir adelante porque si no lo hacemos ahora cuando los tiempos son buenos, no sé qué vamos a hacer cuando los tiempos sean malos. Parte de avanzar es hacer crecer nuestro sindicato y conservar los miembros que adquiramos. Lo logramos cuidando de los nuestros por medio de la mentoría, no solo de nuestros jóvenes aprendices, sino también de nuestros jóvenes trabajadores. Debemos demostrarles a diario que nuestra labor es más que una empresa. Somos familia y somos una unidad.

Gracias. Y sólo una nota más: nos estamos preparando para discutir una resolución que es muy importante para nosotros en el futuro como sindicato. Trata estrictamente con nuestras finanzas. Sin un respaldo financiero sólido, no podemos ayudar a brindar asistencia en áreas que lo necesitan, como los Consejos de Distrito del Sur. No podemos devolver dinero a los consejos de distrito cuando lo necesitan. También necesitamos contar con un respaldo financiero sólido para luchar contra otros sindicatos. Así que les pido que tengan esto en cuenta cuando hablemos de la próxima resolución. Agradezco todo el apoyo que me han brindado.



“In areas and councils where this initiative is thriving, members of the IUPAT are receiving help and changing the trajectory of their entire lives.”



HELPING HAND DIRECTOR CHRIS SCHEIBLEIN



Before we start this segment, I want to ask everybody to have an open mind about what you’re about to hear. Those of you who have been at other conferences, you know what Helping Hand is about. Try to remove any judgment and maybe think about some strategies for how we can implement these things at home. Before I came in, I talked to a brother of ours in the hallway, and he said, “Don’t forget that construction workers have hearts, too.” He reminded me that sometimes we’re almost expected to not care about things. It’s the tough guy/tough girl attitude. This program is supposed to break through that stuff so that we can help one another and help ourselves.

I think everyone in this room would agree that helping a fellow member of this union is a nice thing to do and, frankly, the right thing to do. I also think all of you know the positive impacts and life-changing results that can stem from helping a partner of yours within this union. Now, if that’s what the majority in here feel and know, then why would anyone think helping those who suffer from mental health challenges and substance use disorder is such a problem? Why is it such an elephant in the room? Why do these topics still have a stigma attached to them? Why is it that we know the right thing to do, but yet we shy away from directly helping people or even talking about a program like Helping Hand? That said, I have a pretty good idea as to why these topics don’t gain the traction and momentum that they deserve. See, when it comes to mental health, drugs, and alcohol misuse, people’s own feelings and emotions get in the way. What do I mean by that? Well, considering there were 300 overdose deaths a day and 130 suicides a day every day in the United States last year, and numbers equivalent in Canada, it seems possible that everyone in this room has been affected by that in one way or another. There’s so much sadness, frustration, anger, and confusion around these issues and how to get help for them that I feel people just shut down; they don’t want to face it. Also, the death-dealing, destroyed families, heartache, and abandonment all drive people to stay as far away from this topic as possible. Now these feelings and emotions are normal, but we have to get past these emotional barriers and do what is best for the individuals in this organization.

This stuff is not easy. It’s not fun. It’s not something most people want to be involved in, but unfortunately, it is upon us. These are situations we must deal with and we must help our members to overcome. In order to progress in this space, I think we should be asking ourselves a few questions. How are we really doing with our own mental wellness? How are we treating our family members? How are we treating our coworkers? How are we being treated on job sites? Now, if these answers are troubling, then tap into the Helping Hand resources and me, and let’s devise a plan

to make it better. These questions need true and humble answers so that we can accurately assess the situation and get moving toward a more peaceful mindset and a more productive union. If we take time to do a self-appraisal, we may realize that we can be doing better in a lot of areas. We just need the tools, the support, and the willingness to take the bull by the horns and change some things in our lives. This change may be uncomfortable, as most change usually is, but it is absolutely imperative that we, as individuals and as an organization, pay very close attention to our well-being and how we are conducting ourselves in the workplace.

We all have the ability and, frankly, the great responsibility to make our union an attractive organization where people want to be, a place where people feel valued and heard, a place that is more marketable to people who really don't know what our union is all about. The IUPAT is a family that may have some differences, but at the end of the day, we're all one. We need to take care of one another and we need to be more understanding and empathetic toward our fellow members' needs and struggles. In saying that, let's not forget there's many of us who have found recovery and maintain this lifestyle, as well as loved ones who found a way out. We are the ones who need to recruit and be the example of recovery and hope and push for the normalization of this conversation in all circles of our lives. I myself struggled with drugs and alcohol, as well as the suicide of my father and an alcoholic stepfather, and everything that came with that situation. That said, I stand here today sober 21.5 years. I mention that piece not for congratulations but to reinforce the fact that change is possible for anyone.

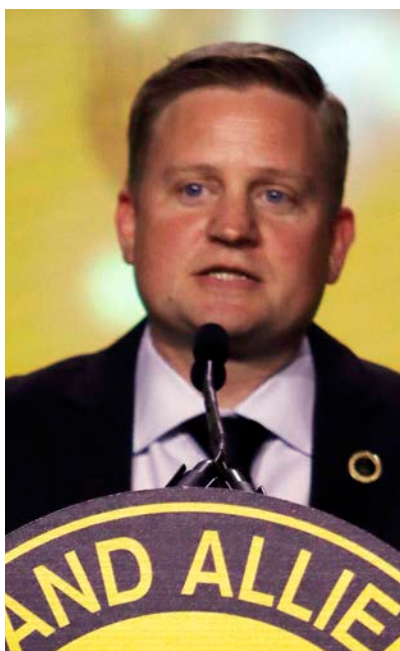
If anyone in this audience thinks that breaking the pattern of addiction or mental health is impossible, I'm here to tell you it is not. It is 100% attainable. There are just some things you have to do. You have to allow yourself to be willing, ask questions, ask for help, and go to your trusted mentors

and advisors. As my fellow brother said before lunch, use your heart. This stuff is emotion. You know, vulnerability is sometimes considered a bad word. You have to open up to get past some of this stuff. It just is what it is. However, if you do, you'll come out on the other side better, and so will everyone else. That said, please do not give up on yourself. Give yourself an opportunity to change and be there for your people because they need you. We need you.

I want to talk about General President Williams and General Secretary-Treasurer Smith's vision regarding oneness and helping members. They designed the Helping Hand program to give all members a better understanding of behavioral health issues, help them become more comfortable speaking about them, and support others through their personal stories. More importantly, they wanted to emphasize that every District Council knew who to call or what website to visit if they, a loved one, or a coworker needed help. In areas and councils where this initiative is thriving, members of the IUPAT are receiving help and changing the trajectory of their entire lives. In my position, having the full support of Jim and Gregg and the entire GEB makes all the difference. I can't thank them enough for their guidance, their wisdom, and, frankly, their kindness in helping me reach as many members as possible with a message of hope and solidarity.



“Every member of our union is needed for our organizing efforts.”



GENERAL VICE PRESIDENT FOR ORGANIZING SHANE SMITH

The IUPAT Organizing department’s role is to assist, advise, and support the organizing efforts of our District Councils throughout the U.S. and Canada. We mentor, teach organizing skills, and help develop organizing initiatives that capitalize on industry opportunities. Through our compliance work, we combat threats like misclassification, the nonpayment of Davis-Bacon rates, and violations of the Fair Labor Standards Act.

Our main focus, however, is to build market share by adding new employers to the IUPAT. Through marketing, compliance, NLRB elections, and our work with the Government Affairs department to pass laws that raise standards, our successes lead to increased power at the bargaining table, allowing us to effectively negotiate on behalf of our members.

Effective organizers must be honest about the risks workers face, have the courage not to take no for an answer, and be committed to the cause of improving people’s lives and making our industry a better place to earn a living. They must understand that it’s not just a job; it’s a way of life. They make personal sacrifices, work long hours and weekends, bear the heartache of setbacks, and spend time away from family. Their families become a part of this union because they provide the support needed to successfully continue the fight for working people. I want to thank my wife and the significant others of all IUPAT organizers.

My mother, Donna, married a union organizer—my father and mentor, James Reid, a member and organizer of this union for over 50 years. Together, they raised six kids and made many sacrifices so my father could make an impact on the lives of our members and unrepresented workers. They taught me the same core values I learned in the Marines: honor, courage, and commitment—the values it also takes to be an organizer.

I also hold dear what I’ve learned from fellow union members like Carla Grady; my first business manager, Jeff Dobernecki; every organizer of the IUPAT; General President James Williams Jr.; and this General Executive Board.

Our values have enabled us to move IUPAT priorities, like our floor covering initiative, which launched in 2022 at the recommendation of the IUPAT Floor Covering Craft Committee. Through Section 46 of the IUPAT Constitution, the General President assigned organizers to support this campaign. Each city held three blitzes, and **District Councils 5, 16 and 36** provided over 60 experienced organizers to support those efforts. That sounds like **‘One Union. One Family. One Fight.’** to me. The campaign’s goals were to grow our market share, pass legislation to raise industry standards, and level the playing field for our signatory contractors. So far, **District Council 36** in San Diego has signed eight new signatory contractors; **District Council 5** in Seattle has doubled the size of its floor covering local; **District Councils 36 and 16** are on the verge of passing legislation that will take an estimated \$4 million in proceeds from recycled carpet and direct that funding into their apprenticeship programs to train the floor layers of the future. Also, **District Council 5** helped pass legislation that will address the underground economy and help limit the use of

independent contractors in our industry, the number one threat to the IUPAT.

Similarly, our glazing initiative was created to help raise industry standards and build market share in the commercial glazing industry by utilizing the North American Contractor Certification (NACC) and the Architectural Glass and Metal Technician (AGMT) Certification. This campaign used certifications to give our signatories and members a leg up in capturing work and gave the IUPAT tools to combat worker misclassification in the glazing industry. Since 2022, the NACC and AGMT have helped the IUPAT secure 14 projects and over \$8 million in work that would have been awarded to non-union without these certifications.

Due to the combined efforts of our Organizing, Training, and Service departments, 70 contractors throughout the United States and Canada are now NACC-certified, and over 1,600 members are now AGMT-certified. We are working with the Government Affairs department to attach these certifications to publicly-funded projects across the US and Canada, just as **District Council 11** was able to do in Rhode Island, where the use of NACC contractors and AGMT-certified glaziers is now required.

In the industrial coatings industry, we are seeing new opportunities thanks to the Bipartisan Infrastructure Law, the Inflation Reduction Act, and the CHIPS Act. To capitalize on those opportunities, we have formed an Industrial Coatings team made up of Don McClain from the Organizing department, Andrew Croll from the Service department, and Ken Seal from the Training department. They will work to raise industry standards, market the IUPAT to non-union employers, and identify national and regional campaigns. This model of working across council and department lines has proven successful, especially in the tank industry, where the collaborative efforts of **District Councils 14, 30, and 53** and the International Training, Servicing, and Organizing departments led to the signing of our first elevated tank contractor in decades.

Our Industrial Coatings team is getting closer to some major wins on the Gulf Coast in Louisiana and Texas, and the residential single-family and multi-family housing in Ottawa. **District Council 46** has built a grassroots campaign that started with no members and no market share. Since 2022, they have certified over 30 contractors and established a market share of 85 percent in low-rise and high-rise residential. They achieved this by bringing in organizers who could relate

to and communicate with the immigrant workers they wanted to organize and hiring one of those workers as the area rep. That is what diversity, equity, and inclusion look like. Also, the Service department has been able to negotiate significant raises for those workers and establish a collective agreement that will result in close to 300 new members for the IUPAT.

Our most important priority is to build organizing capacity for our affiliates because they are the ones who know the ground and sign the contracts that build our market share. That is why the IUPAT has committed over \$7 million to fund 60 full-time organizers around the U.S. and Canada this year.

Looking to the future, we will continue to share best practices with District Councils, create market-wise agreements, build grassroots campaigns, market the value of apprenticeship programs, and assist workers in winning NLRB elections. **We will focus on the residential single-family housing market** by supporting and participating in the National Building Trades campaigns in the Twin Cities and Phoenix. This is where many of the companies that threaten our market share in commercial paint and drywall come from, exploiting and misclassifying immigrant workers. **We will organize the manufacturing and fabrication industries**—glazing fabrication shops, shipyards, blast and spray yards, and traditional paint and glass manufacturing—to elevate the status of the IUPAT, offering us more influence and input on the standards and certifications for these industries. **We will organize the Southern United States**, which is the founding place of much of the anti-union movement we see today, including right-to-work and the widespread exploitation of workers through misclassification. Organizing the South will help prevent these business practices from moving to other areas of the country. We are rebranding the Strategic Cities campaign to be the Southern Initiative to support **District Councils 51, 77, 10, and 78**, whose strategic thinking, relentless organizing, and grassroots tactics will lead to growth. **We will build out regional tank campaigns and glazing campaigns**. Working with our Service department, **we will put an emphasis on internal organizing and membership engagement**.

Every member of our union is needed for our organizing efforts. Fight with us. Get involved with your locals. Tell non-union workers why you're union. Put the value and work ethic of union labor on display every day. Embody the values **'One Union. One Family. One Fight.'**

Convention Day 3: Wedn

GUEST S



Brent Booker
General President
LiUNA



Mike Kirlin
Drywall Finisher
DC 21/LU 1955 – Helping Hand



esday, August 28, 2024

PEAKERS



Peter Caffero
President
Island Painting



Fred Redmond
Secretary-Treasurer
AFL-CIO





“We will build on our successes, expand our reach, and create a more equitable and just environment for all workers.”



GENERAL VICE PRESIDENT (WESTERN) MIKE GUTIERREZ

Good morning. I hope you all had a wonderful, wonderful week. Buenos días, mi familia Latina. Espero que todos hayan tenido una gran semana. Me siento orgulloso y honrado de representar mi cultura Latina. Y gracias por darme la oportunidad.

I want to begin by thanking our General President, Jimmy Williams, for believing in me and offering me this incredible opportunity. I also extend my gratitude to GST Smith, our General Executive Board, directors, and staff for your unwavering support. I am excited to work alongside each of you. To the delegates present here today, thank you for believing in me to elect me as your General Vice President for the West.

To my District Councils, my business managers, and their staff from the Western Region, your constant support and loyalty mean the world to me. Thank you for all you do for our members.

I also would like to recognize two of my mentors: Grant Mitchell, may he rest in peace, and Alex Lopez. Both of them have had a huge impact on my career.

I also would like to recognize those who came before me because, without them, we certainly wouldn't be here today. General Vice President James Reid and General Vice President Mark Van Zevern. Thank you for all you've done for this organization and for me. Thank you.

Most importantly, I want to thank my family, who are here with me today. They are the reason I stand before you. My two daughters played a significant role in my decision to join the International. When I discussed the opportunity with them, they could tell I was hesitant. My oldest daughter asked if I would be satisfied if she only graduated from high school without pursuing college. When I said no, she challenged me, saying, “Why would you settle and not advance your career?” She said, “Do it. We support you.”

My youngest daughter, who was just 11 at the time, didn't say much, but when I went to say goodnight, she gave me this biggest hug and said, “I want you to do it, Daddy.” To my daughters, thank you for your sacrifice—for allowing me to follow my dreams. I love you both dearly.

From that moment on, it has been an incredible journey. Never in my wildest dreams did I imagine I'd be standing here today—from starting as a salt in DC 36 in Southern California to becoming the General Vice President of the West. Opportunities like this don't often come to people like me. I come from a humble background, growing up in a small town where gangs ran rampant and drive-bys were a norm. I was a kid who got kicked out of high school and was told that wouldn't amount to much; a kid who watched my parents struggle throughout their lives; a kid who saw his parents humiliated and pushed aside because of the color of their skin and their inability to speak the language fluently. I saw my mother work tirelessly at a packing house,

waking up every morning with swollen hands from packing oranges all day. My father started working at eight years old, picking cotton, grapes, and strawberries, following the crops with his father. I witnessed my family's heartbreak when my oldest brother passed away in a work accident. That same kid who was defeated, lost, angry, and without direction; that same kid who was told he wouldn't amount to anything; that same kid became a man who stands here today as the first Latino Mexicano in the history of the IUPAT to hold the position of General Vice President.

I'll never forget that Saturday morning when Ken Rigmaiden called to congratulate me and told me I was being appointed as the General Vice President at Large. The first person I called was my father. I was thrilled, but as I shared the news, the line went silent. When I asked if he was still there, he quietly responded, saying how proud he was of me. I knew what he was feeling—every sacrifice, every piece of advice, every moment of humiliation, they weren't in vain. My parents' sacrifices have allowed me to rise within this organization and achieve my dreams, and I know in my heart that my dreams are their dreams, too. My title represents more than just being the General Vice President of the Western Region. It embodies my parents' sacrifices and struggles, hard work, and perseverance. Although they couldn't be here today, I want to tell my parents thank you for all you did. *Y los quiero mucho.*

I'm very proud to be the General Vice President of the Western Region because we promote teamwork and building strong relationships. We believe in family, unity, loyalty, hard work, diversity, equity, and inclusion. We understand that no one can do it alone, and we are committed to helping one another. Now, I would like to highlight a few successes within the region:

DC 5 signed several new floor and glazing contractors and reinstated an underground task force.

DC 10, a newly-formed council, elected a new Business Manager in Chip Fleetwood and delegates and increased its membership in 2024.

DC 50 built a new training facility, working to create a free apprenticeship program to transition incarcerated men and women into the working world. They also increased their membership in 2024.

DC 81 championed the passage of one of the most progressive wage theft bills in the United States. Through its legislative advocacy and strategic investment, DC 81 is building a stronger, more equitable future for all workers.

DC 36, San Diego, one of the most anti-union cities, has become more pro-union than ever. They have accomplished this by signing over 10 contractors and enforcing laws that protect the working class. They have also consistently maintained a force by monitoring and protecting our jurisdiction on all PLAs, which generates more working hours.

DC 16 inserted CAS and AGMT certification along with the floor covering certification as journeyman testing. And here's what I know they're really proud of—their Helping Hand program has helped over 41 people get into programs from October 1, 2023, to August 15, 2024. Great job with that.

DC 16's long-term strategies and focus on organizing campaigns for exterior repaint projects for schools—in 2020, union painters performed the work on 11 of 72 projects. In 2023, that number was 56 of 71 projects.

I'll say this again: I am fortunate and proud to be a part of your team. Thank you for all you do.

Over the next five years, my vision is to harness the collective strength of our diverse membership to ensure the Western Region becomes a dominant force in the industries we represent. We will build on our successes, expand our reach, and create a more equitable and just environment for all workers. Our focus will remain on combining grassroots organizing with strategic partnership and engaging both top-down and bottom-up approaches to achieve our goals. We will continue to advocate for strong labor policies, secure fair contracts, and ensure safe working conditions across all sectors.

In closing, let us remember that coming together is just the beginning. Staying together is progress, but truly working together is where we find success. Let us stand united as **"One Union. One Family. One Fight."** and be driven by our shared vision and commitment to uplift every worker. Together, we will forge a future that honors our past, embraces diversity, and champions justice for all. Let's make history as we build a legacy of strength, resilience, and opportunity. And never forget, we are **"One Union. One Family. One Fight."** **One Union, One Family! One more time! One Union! One Family! One Fight!**



“Political work isn’t and cannot be just for those with ‘political’ in their job description... we all need to work together.”



GENERAL VICE PRESIDENT FOR GOVERNMENT AFFAIRS LIZ MCELROY

Liz McElroy opened with kind words to the delegates and her fellow General Executive Board members. She then spoke about the Convention theme. “All week, we’ve talked about things that fit into ‘**One Fight**,’ and that, of course, includes politics. We fight for our issues, we fight for candidates, and we fight to win. It really is also about being ‘**One Family**.’ Like every family, we don’t agree on everything, but we agree on the core principles and we stand together against those who would do us harm. Politics is fundamental to our ‘**One Union**.’ The very existence of unions is political. Workers organize, but politics can help or stand in the way of our success.

“I often say the responsibility of the Government Affairs team is to create policy and elect people that allow us to grow our membership and grow our market share. It’s simple, but it isn’t easy. Our union and our work in our communities are impacted at all levels of government, so it’s important that we remain active.”

Sister McElroy thanked the hardworking Government Affairs team—Lisa Malle, Britton Loftin, Kellie Morgan, and Chip Shannon—who keep track of many things connected to politics and policy.

McElroy said that she considers herself an organizer by trade and talked about her 20 years in Labor Movement, including work on the state and national levels of the AFL-CIO. She spoke about her family—her great-grandparents were immigrants from Italy and Ireland; her grandparents were salespeople, food service workers, and factory workers; her parents were both teachers, and her father is a former labor leader. “I think it’s important that we know our own histories, both as people and as a union. The history of the IUPAT is as a fighting union out in the streets, not just for candidates, but for social justice, racial justice, and raising our voices with others.”

Sister McElroy talked about the five years since our last Convention; the impact the COVID-19 pandemic had on businesses, communities, and our industries; and the murder of George Floyd. “There are moments when you really see the character of people and of organizations. When people were taking to the streets to vent their anger against the injustice of an unfair system and of another murdered Black man, the IUPAT showed up. That’s our history.”

She noted that while the extreme right-wing didn’t win elections in either country during the pandemic, “the shift to the right in both countries in the way information is distorted, distributed and used to stoke fear and mistrust is still with us. Five years later, we’re meeting at a time of great challenges but also a time of hope and optimism. In the last few years, we’ve seen unprecedented wins for IUPAT members on our policy agenda in both countries.

“**In Canada**, the IUPAT has been successful at the federal level in ensuring all political parties hear from us about our priorities. In 2022, after decades of advocacy, the

budget finally included the labour mobility tax deduction for skilled trade workers who had been previously left out of it. In 2023, the budget included the strongest definitions ever for prevailing wage in Canada, and they've tied investment tax credits to those and other labour conditions. We're going to work together to provide more help from Government Affairs at the provincial level in the future, but the federal wins help us give us a road map of what multi-party engagement and sustained advocacy can do to impact our members.

"In the United States, our members helped elect the most pro-union administration in our lifetime in 2020. Together, we work to ensure that the hard work our members put into the election led to the policy results that we asked for, like the largest infrastructure investment deal since the New Deal; mandating project labor agreements on most federal projects; TPS expansions, and deferred action procedures so vulnerable workers can report contractors who steal their wages without fear of being deported; saving the pensions of thousands of IUPAT retirees; and replacing Trump-appointed union busting attorneys at the Department of Labor and the National Labor Relations Board with union lawyers who delivered back millions of dollars in stolen wages to our members. At the state level, vice presidential candidate Governor Walz signed pro-union legislation, making it easier for workers to join unions and stand up for their rights, and harder for bad employers to skirt labor laws."

McElroy said, "Political work isn't and cannot be just for those with 'political' in their job description. In order to move an agenda and elect people who care about us and our union, we all need to work together. I see it in the work we're doing on AGMT and NACC certifications in **District Councils 4, 7, 11, and 51**—organizers, trainers, service reps, and political teams working together on a common goal. I see it in how **District Council 9** engages its members where they live to meet and interview local candidates. **District Council 36** is anchoring the Arizona Labor Political Program for everyone. **District Council 16** service reps call their members every year to make sure they're registered to vote. The **Southern District Councils** show up time and again in hard places—Florida, Georgia, Tennessee, Texas—to make small inroads on school boards and town councils in order to get more work for our members. The hope that I have of Government Affairs is that it's no longer something that other departments help with at election time, but it's woven into the fabric of all of our work.

"My vision for the next five years is that we take the resolutions that we've passed this week and make them a reality and a priority, work together across District Councils to share bold ideas, push elected officials to do what they promised, and give members input and ownership over meeting with candidates who have to answer to us about the issues we care about. I want to continue to fight for free and fair elections and all the democratic norms that allow our **One Union** to flourish, and I want to keep pushing for better and stronger labor law reform. **In Canada**, we use the model of working with every party and every partner at the provincial level to strengthen our labour laws across the country. **In the United States**, we continue to push at state and local levels, but we will not rest until Congress passes the PRO Act. I envision a future where we finally reach the point where employers who misclassify workers, create unsafe conditions, or steal wages are not given a free pass by elected officials.

"Let's activate our members to talk to their school boards, mayors, legislators, and, most importantly, each other about these issues and what they mean to our union and our work. At the end of the day, the work we do across North America to advocate for our members is what matters the most. That's what a union is—it's coming together and it's the premise of a union that we're much more powerful when we do things collectively."

McElroy spoke fondly of the women of the IUPAT, who "lift, encourage and support each other" and have "paved the way." She talked about her mentors, including Rich Klimmer, from AFT; former Philadelphia AFL-CIO President Pat Eiding; and the team at DC 21, including Joe Ashdale, Franny [McLaughlin], Bernie [Snyder], Erin [O'Brien-Hofmann], Billy [Kresz], [Matt] Trzaska, Timmy [Crowther], Timmy [Stricker]."

Regarding the November election in the United States, she said, "The future isn't something that just happens." She said a Trump presidency would mean "IRAPs instead of registered apprenticeships, tax cuts for the rich and nothing for us, and empty promises on pension reform, infrastructure, and everything else." She said that Vice President Harris "led the work to make sure all the agencies of the government, not just the Department of Labor, had a pro-worker and pro-union lens on everything they did. She's in our corner.

"This is not the time to sit on the sidelines and just hope for the best. This is our time to come together as **One Family** to join the **One Fight** to protect our **One Union**. I hope you'll join me in it."



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CONVENTION

Painters & Allied Trades
August 28-30, 2024
Orlando, Florida



Family. One Fight.



“There’s one big fight that is truly going to change the dynamic of who we are as an organization, and it’s that fight to grow this union and organize this union like we never have before.”



GENERAL PRESIDENT JIMMY WILLIAMS JR.

Before beginning my closing comments, I want to thank some people who don’t always get the recognition they deserve, including Freddy Mateo. Nothing moves without Freddy. He makes everyone feel good, takes care of people, and does it with a smile. I also want to thank our Sergeant at Arms Committee led by Oriel Beltran and Ken Kazaitis. Also, for any of our brothers and sisters that passed away over the course of the last five years that did not make it up on the wall during the moment of silence, please shout out their names now.

I want to talk about ‘One Family.’ Greg Raftery is not only a mentor of mine, but he probably has the most shoutouts on the mentor wall. The Raftery family has sent a delegate to this General Convention for the last 111 years. The history of the Raftery family is the history of our union. It’s a testament to who we are as a union. Greg, I know how much pride you have in your family. Brother, you have left more of an impact on this union than any of your previous generations because your spirit lives in all of us.

I also want to make a comment about this General Executive Board. This week, we heard from two monumental leaders in our organization’s history—Mike Gutierrez and Liz McElroy, being Mike and Liz. It’s good to recognize that they’re our first Latino General Vice President and our first female General Vice President, but I think what you have witnessed here in this room is that what matters is they’re the right people for the job. So is this entire General Executive Board. Thank you, brothers and sister.

I’d be remiss if I didn’t thank the people that work behind the scenes in the Hanover office to keep me moving. I’ll start with John Doherty, who is the brains behind this operation. I have to thank John for all of his support over the years; he’s been with me since the beginning.

The newest member of my team is Madison Hull. Madison was a great leader at District Council 16 and as Chair of the IUPAT. She has moved across the country to help this team because she’s selfless and has always been selfless. Over the next five years, she will accomplish great things on behalf of this union.

Next, is Maria Foster, who has given up her life to be on the road with me promoting the programs and the policies of the union. Her role is often overlooked but it is important because she keeps me moving and she keeps this organization moving.

Chief of Staff Josh Downey walked into this organization as an unknown and is now leading the entire staff of the International Union of Painters and Allied Trades because Josh shares in my vision and the values that I have as a labor leader. Josh moved his entire family across the country, making a sacrifice for me and for this organization. The way that this Convention was put together with the different speakers and the focus on membership is a testament to Josh Downey’s values. Those same values will help lead our organization over the next five years. Thank you all from the bottom of my heart.

Finally, Timmy [Stricker] gave a great shout out to Marcy Babendreier. Marcy has been my administrative assistant for over 11 years. She has a positive energy and vibe, and she does such a great job. I also want to thank the entire administrative staff at the IUPAT for all the work they do on behalf of us because they keep us moving.

Throughout this week, I was approached by many people—new delegates, new organizers and business agents—who told me that they felt intimidated talking to me, the General President. Please hear me on this, the minute that you are intimidated by talking to your leader is the minute you have the wrong leader of your union. We have to be connected to one another. We will never succeed if we're up here and our members are down here. It just doesn't work. If you looked at the theme of what we tried to accomplish this week, it really was to give everybody a voice, because your union needs to hear from you. We really believe in that. Over the next five years, we're going to lead with those values. You will always have a voice in this union. Trust me, you will. We will always lead—whether we agree or disagree—respectfully and united as one.

I've had the unique pleasure in my career to have an upfront view of the IUPAT's history. I've had the opportunity that probably few others in this room have been granted. I go back 30 years in our history, and I want to tell you the history of our union through my eyes. I want to recognize the path that we have been on for the last 30 years. We've had some amazing leaders in our union come through our ranks, and I want to start with our General President Emeritus A. L. "Mike" Monroe, who in 1994 had a vision to change our union from being a local, union-driven District Council, divided by craft, region, and differences, and unite us all under the banners of District Councils. Many people thought it was impossible to do, but A. L.'s vision for what this union can become is starting to finally become a reality. That's how long progress takes sometimes—you don't see it immediately.

We were blessed as an organization to have great leaders. A. L. Monroe passed the torch to his son, Michael E. Monroe, who was General President in the late 90s and early 2000s. Michael was a dynamic leader of our union and somebody who really instilled the progressive values that we hold dear in the IUPAT. Michael was a trailblazer. Michael changed the name of our union from the International Brotherhood to the International Union because he knew we had to be a more inclusive union for the future.

Michael passed the torch of our union over to my father, General President Emeritus James Williams, who obviously everybody in this room knows, and who I love and hold near and dear to my heart. I had the opportunity to work hand in hand with my father for what were probably the best six years of my working career because I got to work with my dad. My dad set this union on a course that was going to be fiscally responsible. We closed out all of the old fights, and we put our International union on a course to being partnered with and closer to our affiliates. My father put us on a track to be financially stable. We built our campus in Hanover; we have a national training center. He

united many factions of our union that were not yet united under full affiliation.

Then, of course, there was Kenny. I wouldn't be standing here today if it wasn't for Kenny Rigmaiden and the faith that he had in me, and the faith that he had in this team. Kenny's legacy, quite frankly, will not be because he was the first Black General President of a Building Trades union. In our union, Kenny's legacy is way bigger than that. He put us on a path to be able to do the things we're doing now. He was never a man who wanted to put his race out there. He relied on people like me and others to unite our union around a set of values and principles. Kenny allowed people to grow and flourish, including me, and he created many of these departments that you see from the Organizing department to the Training department. He gave everything to this union and put us on the course that we are on today. I made a commitment to Ken when he decided to retire. I said, "Ken, if you think that this union is going to take one step backwards by electing a White man again to be the president, you've got another think coming, brother. We are going to go further than your wildest dreams." I thank Ken Rigmaiden for his leadership and for his faith in me. and as a union family, we send our love to the Rigmaiden family.

That's the history from my eyes. That's the history of our union. Brothers and sisters, let's write a new history going forward, and let's let it start with the delegates to this 33rd General Convention. Let's walk out of this room united has one. Let's walk out of this room as **One Union, One Family**, with **One Fight!**

Celebrating our history doesn't mean anything going into the future. What we need to do as an organization is to adopt those resolutions and put them into action. They can't be something that gets voted on once every five years and forgotten about. We have to operate under the principles that we adopted here at this Constitutional Convention. I'm telling you right now that we're going to get to work immediately. Immediately. Nobody on this team is going to take a day off when it comes to instituting those resolutions, because that's the course that we have to go down as a union.

I want you to take these resolutions home and share them with your Local Union membership. Tell them this is what our union's working on to change all of those negative thoughts that our members may have about what we do as a union. Show those members the resolutions and tell them, 'This is where we're going because this union is not going backwards. We will go forward.'

When you think of everything that we talked about here this week, there really isn't anything left to talk about. The Laws and Constitution Committee made it easier to be a

member of this union, gave us the resources to grow as a union, and expanded—not contracted—expanded our democracy. Those are the values that I hold and that this team holds dear. Those are the values we have to explain to our members as we leave here.

When you look at the resolutions that were passed, every single facet of the organization was included in them. I'll run through it. We touched on training; we touched on servicing; we touched on organizing; we touched on government affairs; we touched on opportunity. We touched on every single thing we need to do as a union to grow and thrive. I have been coming to these Conventions since 1994, and I can tell you I've never seen a room more united in my life. Thank you, brothers and sisters, for that. I can feel it, and I know you can as well.

The theme of this convention is not going to die here. It is going to be the mantra that we use for the next five years, because we have to be united. We have to. We can disagree and we will. It will happen; it's natural—but we are **One Union**. We will always be **One Union**. We will never, ever go back to the days of having division. We will never let one of our trades get picked apart by another union. We will never, ever go back to the old days. We will fight for all in this union, regardless of your trade, regardless of what part of the country you come from and regardless of what you look like.

We're also going to set a new course on how we treat one another because we are going to be **One Family**. We are going to operate as one. We're going to do things that other labor unions may be uncomfortable doing. This is the challenge to all the leaders in this room—change the way we do business and change the way we speak to our members, whether we agree or disagree with them. I think you saw on display here that there's a voice for everybody in the IUPAT—there has to be. The minute you start excluding voices, you miss opportunities. That's going to require us to listen—listen more than we talk and love more than we hate. We have to change the way we approach our membership going forward. It has to be about building them up because we need them. A lot of the delegates have asked me this week how to get more people involved. I told them to talk to them on the level. Also, talk to our new members who haven't been affected by some of the toxic talk that is out there on the job sites and that exists within our union. Don't just talk to that member once and don't just talk to that member. Invest deeply and keep those conversations going. Many of you heard me say that the culture change that we need as a union is to be more identifiable and more

connected to our membership. Our members are on the job site 40 hours a week, and if there's negativity and there's talk about how the union isn't doing enough for them, they've got 40 hours a week. One phone call is not enough. One union meeting is not enough. We have to recommit ourselves to connecting to our membership in a different way, and we have to do it beginning today.

When we talk about **One Fight**, think about how the world looked five years ago, and think about what the world could look like five years from now. Almost every speaker this week talked about how important the November election will be. By the time we hold our 34th General Convention in 2029, we will have held two presidential elections. We have no idea what the world is going to look like in 2029; however, when we talk about becoming a fighting union, we know that we're going to have to step up to hundreds of fights between now and then. The first fight is the election in November. After that fight comes the fight to hold them accountable.

I don't worship a politician or a political party, and neither should you. We should call balls and strikes every way—up and down—both the Democratic Party and the Republican Party. However, we must also acknowledge those that support us, and we have a duty to go out and fight for them as well. We need to leave here united and ready to fight that first fight of hundreds this November.

There's one big fight that is truly going to change the dynamic of who we are as an organization, and it's that fight to grow this union and organize this union like we never have before. Brothers and sisters, you know I'm an organizer. You know that because that's where my roots are. Our union makes me so proud because I know that we've made more of a commitment to organizing than most of the unions in the Building Trades, and it makes me more proud each time to see us progress. We are going to have the tools and we are going to have the team to set a bold agenda going forward. I remember this Convention saying we're going to organize 30,000 new members. I don't know how many we're going to organize, but I'm going to tell you this much—we're going to fight like hell, we're going to grow this membership like never before, and we're going to become the strongest union in the Building Trades because of people like you! I believe in you, brothers and sisters! We believe in you! I know you can do it! I know you will do it!

I know when we do grow this union like never before, we're going to take care of our members because we are **One Union, One Family, with One Fight!**

Delegates had the opportunity to write thank you messages to their mentors on a large display in the Convention Hall. Here are a few of them.

Thank you to my dad
 Arturo Martinez Sr. Local 154
 member, my hero, idol, mentor
 te amo papa. - Arturo Martinez Jr 1000

Greg Pflery
 the ONE
 and
 ONLY

DC 30
 LOCAL #154
 THANK YOU ALL MY
 MENTORS AND ALL MY
 FAMILY IN ION!!!
 ARTURO MARTINEZ SR

Merci!
 De votre dévouement
 et de votre aide et support
 à une grande famille
 de 1000
 Stéphane (Papa)
 De 46 local 200

Madison ✓
 Thank You for
 being what we
 can see.

Eddy Paul, DC1/LU2018 (retired)
 Thank you for all the
 tasks, love and motivation
 for keeping me moving forward!
 E Paul
 DC1/LU2018



TO MY MENTOR... THANK YOU!



THANKS TO MY MENTOR,
 DAN PENSKI SR, WHO WITHOUT
 HIS GUIDANCE AND SUPPORT
 I NEVER WOULD HAVE ACHIEVED
 WHAT I'VE BEEN ABLE TO... IN
 THIS UNION & IN MY LIFE.
 Hogan

Thank you
 Jose Espinoza
 for all your support
 and teaching.
 DC16 Together

THANK YOU TO ALL
 MY MENTORS
 MIKE GUTIERREZ,
 FRED GARCIA FOR OPENING DOORS
 AND GIVING ME THE OPPORTUNITY GREAT
 LEADERS!
 CARLOS TRAYES
 LOCAL 52 DC 36

District 97
 Québec
 Merci pour tout!!!
 René H
 m. h. h.



Hay una gran lucha que realmente va a cambiar la dinámica de quiénes somos como organización, y es la lucha por hacer crecer este sindicato y por organizarlo como nunca antes lo habíamos hecho.



PRESIDENTE GENERAL JIMMY WILLIAMS JR.

Antes de comenzar con mis comentarios finales, me gustaría agradecerles a algunas personas que no siempre reciben el reconocimiento que merecen, entre ellos Freddy Mateo. No se mueve nada sin Freddy. Hace que todos se sientan bien, cuida a la gente y lo hace con una sonrisa. También quiero agradecerle a nuestro Comité de Sargentos de Armas dirigido por Oriel Beltran y Ken Kazaitis. Además, para todos nuestros hermanos y hermanas que fallecieron durante los últimos cinco años y que no aparecieron en la pantalla durante el momento de silencio, por favor griten sus nombres ahora.

Quiero hablar de “Una Familia”. Greg Raftery no sólo es mi mentor, sino también quien tal vez recibe más elogios en el muro de mentores. La familia Raftery ha enviado a un delegado a esta Convención General por los últimos 111 años. La historia de la familia Raftery es la historia de nuestro sindicato. Es un testimonio de quiénes somos como sindicato. Greg, sé cuan orgulloso estás de tu familia. Hermano, has dejado una mayor huella en este sindicato que cualquiera de tus generaciones anteriores porque tu espíritu vive en todos nosotros.

También quiero hacer un comentario sobre esta Junta Directiva General. Esta semana, escuchamos a dos líderes monumentales en la historia de nuestra organización: Mike Gutiérrez y Liz McElroy, siendo Mike y Liz. Es bueno reconocer que son nuestro primer Vicepresidente General latino y nuestra primera Vicepresidenta General mujer, pero creo que lo que hemos visto hoy en esta sala y que es lo que importa es que son las personas adecuadas para el trabajo. Así como lo es toda esta Junta Directiva General. Gracias hermanos y hermanas.

Sería negligente no agradecer a las personas que trabajan detrás de escena en la oficina de Hanover para mantenerme en movimiento. Comenzaré por John Doherty, quien es el cerebro detrás de esta operación. Tengo que agradecer a John por todo su apoyo a lo largo de los años; él ha estado conmigo desde el principio.

El miembro más nuevo de mi equipo es Madison Hull. Madison fue una gran líder en el Consejo del Distrito 16 y como presidenta del IUPAT. Ella se mudó al otro lado del país para ayudar a este equipo porque ella no piensa en sí misma y siempre ha sido así. En los próximos cinco años, logrará grandes cosas para este sindicato.

Luego está María Foster, quien ha entregado su vida para estar conmigo de viaje promoviendo los programas y las políticas del sindicato. Su papel a menudo se pasa por alto, pero es importante porque me mantiene en movimiento y a esta organización también.

El jefe de personal, Josh Downey, ingresó a esta organización como un desconocido y ahora dirige a todo el personal del Sindicato Internacional de Pintores y Oficios Afines porque Josh comparte mi visión y mis valores como líder laboral. Josh trasladó a toda su familia al otro lado del país, haciendo el sacrificio por mí y por esta organización. La forma en que se organizó esta Convención con los diferentes oradores y con un enfoque en la membresía es un testimonio de los valores de Josh Downey. Esos mismos valores ayudarán a guiar a nuestra organización durante los próximos cinco años. Gracias a todos desde lo más profundo de mi corazón.

Finalmente, Timmy [Stricker] le dio un gran reconocimiento a Marcy Babendreier. Marcy ha sido mi asistente administrativa por más de 11 años. Ella tiene una energía y una vibra positiva y hace un gran trabajo. También quiero agradecer a todo el personal

administrativo del IUPAT por todo su trabajo que realizan para nosotros, porque nos mantienen en movimiento.

Durante esta semana, muchas personas (delegados nuevos, organizadores y agentes comerciales nuevos) se acercaron a mí y me dijeron que se sentían intimidados al hablar conmigo, el Presidente General. Por favor, escuchen, el momento en que se sientan intimidados por hablar con su líder, ese será el momento en el que tendrán al líder sindical equivocado. Debemos estar conectados entre nosotros. Nunca tendremos éxito si estamos aquí arriba y nuestros miembros aquí abajo. Simplemente no funciona así. Si analizamos el tema de lo que intentamos lograr esta semana, realmente fue darles voz a todos, porque su sindicato necesita escucharlos. Realmente creemos en esto. Por los próximos cinco años, vamos a actuar con base en esos valores. Siempre tendrás voz en este sindicato. Créeme, la tendrás. Siempre lideraremos, ya sea que estemos de acuerdo o en desacuerdo, con respeto y unidos como uno solo.

He tenido el placer particular en mi carrera de tener una perspectiva de primera mano de la historia del IUPAT. He tenido la oportunidad que probablemente pocos en esta sala han tenido. Me remonto a 30 años de nuestra historia y quiero contarles la historia de nuestro sindicato a través de mis ojos. Quiero reconocer el camino que hemos recorrido durante los últimos 30 años. Hemos tenido algunos líderes increíbles en nuestro sindicato que han salidos de nuestras filas, y quiero comenzar con nuestro Presidente General Emérito, A.L. "Mike" Monroe, quien en 1994 tuvo la visión de cambiar nuestro sindicato de ser un Consejo de Distrito local impulsado por el sindicato, dividido por oficios, regiones y diferencias, y unirnos a todos bajo las banderas de los Consejos de Distrito. Mucha gente pensó que eso era algo imposible, pero la visión de A.L. de lo que este sindicato puede llegar a ser está comenzando a convertirse en realidad. A veces es así de largo el progreso: no lo ves de inmediato.

Fuimos bendecidos como organización por tener grandes líderes. A. L. Monroe le pasó la antorcha a su hijo, Michael E. Monroe, quien fue presidente general a finales de los 90 y principios de los 2000. Michael fue un líder dinámico en nuestro sindicato y alguien que de verdad inculcó los valores progresistas que valoramos en el IUPAT. Michael fue un pionero. Michael le cambió el nombre a nuestro sindicato de Hermandad Internacional a Sindicato Internacional porque sabía que debíamos ser un sindicato más inclusivo en el futuro.

Michael le pasó la antorcha de nuestro sindicato a mi padre, el presidente general emérito James Williams, a quien obviamente todos en esta sala conocemos y a quien amo y tengo en mi corazón. Tuve la oportunidad de trabajar lado a lado con mi padre durante lo que probablemente fueron los mejores seis años de mi carrera laboral porque pude trabajar con mi papá. Mi padre encaminó a este sindicato por un rumbo que sería fiscalmente responsable. Terminamos

todas las viejas batallas y encaminamos a nuestro sindicato internacional para asociarse y estar más cerca de nuestros afiliados. Mi padre nos encaminó a estar financieramente estables. Construimos nuestro campus en Hannover, tenemos un centro de formación nacional. Unió a muchas facciones de nuestro sindicato que aún no estaban unidas con una plena afiliación.

Luego, por supuesto, estuvo Kenny. No estaría hoy aquí si no fuera por Kenny Rigmaiden y la fe que tuvo en mí y en este equipo. El legado de Kenny, francamente, no será el de haber sido el primer presidente general afroamericano de un sindicato de la construcción. En nuestro sindicato, el legado de Kenny es mucho más grande que eso. Él nos puso nos encaminó a poder hacer las cosas que estamos haciendo ahora. Él nunca fue un hombre que quisiera hacer notar su raza. Confió en personas como yo y otros para unir nuestro sindicato alrededor de un conjunto de valores y principios. Kenny permitía que las personas crecieran y florecieran, incluyéndome a mí mismo, y creó que a muchos de estos departamentos que ven, desde el departamento de Organización hasta el departamento de Capacitación. Él le dio todo a este sindicato y nos puso en el camino en el que estamos hoy. Me comprometí con Ken cuando decidió jubilarse. Le dije: "Ken, si crees que este sindicato va a dar un paso atrás por elegir nuevamente a un hombre blanco para ser presidente, estás equivocado, hermano. "Vamos a ir más allá de lo que jamás hayas imaginado". Agradezco a Ken Rigmaiden por su liderazgo y por su fe en mí. Y como familia sindical, le enviamos nuestro amor a la familia Rigmaiden.

Esa es nuestra historia desde mi perspectiva. Esa es la historia de nuestro sindicato. Hermanos y hermanas, escribamos una nueva historia, y que comience con los delegados de esta 33ª Convención General. Salgamos de esta sala unidos. ¡Salgamos de esta sala como **Un Sindicato, Una Familia, con Una Lucha!**

Celebrar nuestra historia no significa nada para el futuro. Lo que debemos hacer como organización es adoptar esas resoluciones y ponerlas en práctica. No pueden ser algo por lo que se vote una vez cada cinco años y luego se olvide. Debemos operar bajo los principios que adoptamos aquí en esta Convención Constitucional. Se lo digo desde ahora mismo, nos vamos a poner a trabajar de inmediato. De inmediato. Ningún miembro de este equipo va a tomarse un día libre cuando se trate de instituir estas resoluciones, porque ese es el camino que debemos seguir como sindicato.

Quiero que lleven estas resoluciones a casa y las compartan con los miembros de su sindicato local. Díganles que esto es en lo que nuestro sindicato está trabajando para cambiar todo pensamiento negativo que nuestros miembros puedan tener sobre lo que hacemos como sindicato. Muéstrenles las resoluciones a esos miembros y díganles: "Hacia allá vamos porque este sindicato no retrocede". "Seguiremos adelante".

Cuando piensas sobre todo lo que hemos discutido aquí esta semana, realmente no queda nada más de qué hablar. El Comité Legal y de Constitución hizo más fácil ser miembro de este sindicato, nos dio los recursos para crecer como sindicato y expandió (no redujo) nuestra democracia. Esos son los valores que defiende y que este equipo valora. Estos son los valores que debemos explicarle a nuestros miembros al salir de aquí.

Cuando se analizan las resoluciones que se aprobaron, cada faceta de la organización fue incluida en estas. Lo voy a explicar. Hablamos de la capacitación, hablamos del servicio, hablamos de la organización, hablamos de asuntos gubernamentales, hablamos de oportunidades. Abordamos todos los aspectos que debemos realizar como sindicato para crecer y prosperar. Llevo asistiendo a estas Convenciones desde 1994 y puedo decir que nunca había visto una sala más unida en mi vida. Gracias por eso, hermanos y hermanas. Puedo sentirlo y sé que ustedes también.

El tema de esta convención no va a morir aquí. Será el mantra que usaremos durante los próximos cinco años, porque debemos estar unidos. Debemos hacerlo. Podemos estar en desacuerdo y lo estaremos. Sucederá, es natural, pero somos **Un Sindicato**. Siempre seremos **Un Sindicato**. Nunca volveremos a los días de la división. Nunca permitiremos que uno de nuestros oficios sea criticado por otro sindicato. Nunca volveremos a los viejos tiempos. Lucharemos por todos los miembros de este sindicato, sin importar tu oficio, sin importar de qué parte del país vienes y sin importar tu apariencia.

También vamos a tomar un nuevo rumbo en relación a cómo nos tratamos entre sí porque vamos a ser **Una Familia**. Vamos a operar como una unidad. Vamos a hacer cosas con las que otros sindicatos podrían sentirse incómodos. Este es el desafío para todos los líderes de esta sala: cambiar la forma de negociar y cambiar la forma de hablar con nuestros miembros, ya sea que estemos de acuerdo o en desacuerdo con ellos. Creo que aquí se vio que en el IUPAT todos tienen una voz; todos deben tenerla. Cuando empiezas a excluir voces, pierdes oportunidades. Esto requerirá que escuchemos: escuchar más que hablar y amar más que odiar. Debemos cambiar la forma en que abordamos a nuestros miembros en el futuro. Se trata de fortalecerlos porque los necesitamos. Muchos delegados me preguntaron esta semana cómo conseguir que más gente participe. Les dije que les hablaran con franqueza. Además, les dije que hablaran con nuestros nuevos miembros que no han sido afectados por las conversaciones tóxicas que hay en los lugares de trabajo y que existen dentro de nuestro sindicato. Y que no hablaran con esos miembros sólo una vez y no hablar sólo con esos miembros. Se debe invertir profundamente y mantener esas conversaciones. Muchos de ustedes me escucharon decir que el cambio de cultura que requerimos como sindicato es ser más identificables

y estar más conectados con nuestros miembros. Nuestros miembros están en el lugar de trabajo 40 horas a la semana, y si hay negatividad y si se habla de que el sindicato no está haciendo lo suficiente por ellos, eso es 40 horas a la semana. Una llamada telefónica no es suficiente. Una reunión sindical no es suficiente. Debemos volver a comprometernos con conectar con nuestros miembros de una manera diferente, y debemos hacerlo desde hoy.

Cuando hablamos de **Una Lucha**, pensemos en cómo se veía el mundo hace cinco años, y pensemos en cómo podría verse el mundo dentro de cinco años. Casi todos los oradores de esta semana hablaron de lo importantes que serán las elecciones de noviembre. Cuando celebremos nuestra 34ª Convención General en 2029, habremos celebrado dos elecciones presidenciales. No sabemos cómo será el mundo en 2029; sin embargo, cuando hablamos de convertirnos en un sindicato combativo, sabemos que deberemos afrontar cientos de luchas hasta entonces. La primera lucha son las elecciones de noviembre. Después de esa lucha, viene la lucha para mantenerlos responsables.

Yo no adoro a ningún político ni a ningún partido político, y ustedes tampoco deberían hacerlo. Deberíamos pedirles rendición de cuentas en todos los sentidos, tanto al Partido Demócrata como al Republicano. Pero también debemos reconocer a quienes nos apoyan y tenemos el deber de salir a luchar por ellos también. Necesitamos salir de aquí unidos y listos para pelear esa primera batalla de cientos este noviembre.

Hay una gran lucha que realmente va a cambiar la dinámica de quiénes somos como organización, y es la lucha por hacer crecer este sindicato y por organizarlo como nunca antes lo habíamos hecho. Hermanos y hermanas, ustedes saben que soy un organizador. Lo saben porque ahí es donde están mis raíces. Nuestro sindicato me enorgullece tanto porque sé que hemos asumido un mayor compromiso con la organización que la mayoría de los sindicatos de la industria de la construcción, y cada vez me siento más orgulloso de vernos progresar. Vamos a tener las herramientas y el equipo necesarios para establecer una agenda audaz para el futuro. Recuerdo que en esta Convención decíamos que íbamos a organizar a 30 mil miembros nuevos. No sé a cuántos vamos a organizar, pero les diré esto: vamos a luchar como nunca, vamos a hacer crecer esta membresía como nunca antes y nos vamos a convertir en el sindicato más fuerte en la industria de la construcción gracias a gente como ustedes. ¡Creo en ustedes, hermanos y hermanas! ¡Creemos en ustedes! ¡Sé que pueden lograrlo! ¡Sé que lo harán!

Sé que cuando hagamos crecer este sindicato como nunca antes, cuidaremos de nuestros miembros porque somos **Un Sindicato, Una Familia, con Una Lucha**.



33^a CONVENCION GENERAL DE LA IUPAT

Convention Day 4: Thur

GUEST SPEAKERS



Evelyn DeJesus
President
Labor Council for Latin American Advancement



Gay Valimont
US Congressional Candidate
Florida



Monday, August 29, 2024



Tim Ryan
Former US Representative
Ohio





Resolutions

Several resolutions were considered and passed at the IUPAT's 33rd General Convention. These resolutions, submitted by IUPAT members and voted on by the full Convention of delegates, will guide the General President and General Executive Board through the next five years.

RESOLUTION RC-1: FORMATION AND IMPLEMENTATION OF THE "ONE UNION" WORKING GROUP

In alignment with the IUPAT Convention's theme of "One Union, One Family, One Fight," this resolution calls for the creation of a dedicated "One Union" Working Group. The group's purpose is to promote unity within the IUPAT by developing a unified communication style, brand, and strategic approach across all trades and District Councils.

RESOLUTION RC-2: STRENGTHENING APPRENTICESHIP RATIOS FOR A SUSTAINABLE WORKFORCE

This resolution addresses the critical need to enforce the established apprenticeship-to-journeyperson ratios within the IUPAT. By adhering to the 3:1 ratio, the IUPAT aims to enhance training quality, increase apprentice enrollment, and ensure a sustainable future for the finishing trades.

RESOLUTION RC-3: TACKLING WORKER MISCLASSIFICATION AND EXPANDING IUPAT PRESENCE IN RESIDENTIAL MARKETS

This resolution addresses the urgent need to combat worker misclassification and enhance IUPAT's presence in the residential market sectors. By focusing on organizing efforts and fighting exploitative practices, the IUPAT aims to protect workers' rights and increase market share in both single-family and multi-family residential markets.

RESOLUTION RC-4: ENHANCING WORKER PROTECTIONS THROUGH LOCAL AND STATE-LEVEL ADVOCACY

This resolution outlines the IUPAT's commitment to leveraging local government influence and advocating for stronger labor protections at state, provincial, county, and municipal levels. By focusing on local legislative changes, the IUPAT aims to improve worker rights, safety, and market opportunities for its members.

RESOLUTION RC-5: ADOPTING A RANKED POOL SYSTEM TO ENHANCE APPRENTICESHIP ENROLLMENT

This resolution proposes the implementation of a Ranked Pool system for apprenticeship enrollment within the IUPAT. The system aims to promote diversity, equity, and the highest standards of training by creating a fairer, more effective method for selecting apprentices. A transitional dual enrollment approach will be employed to ensure a smooth shift to the new system.

RESOLUTION RC-6: PROTECTING VOTING RIGHTS AND STRENGTHENING DEMOCRATIC PARTICIPATION

This resolution underscores the IUPAT's commitment to defending voting rights and ensuring that all members have equitable access to participate in the democratic process. It calls for legislative action, increased member engagement in voting, and the dissemination of accurate voting information.

RESOLUTION RC-7: ENHANCING UNION GROWTH THROUGH GRASSROOTS ORGANIZING AND NLRB ELECTIONS

This resolution reaffirms the IUPAT's commitment to grassroots worker organizing through National Labor Relations Board (NLRB) elections. It focuses on leveraging traditional and innovative organizing tactics to expand union membership, particularly within critical manufacturing sectors, and sets clear targets for growth and engagement.

RESOLUTION RC-8: IMPROVING MEMBERSHIP DATA ACCURACY AND INTEGRITY

This resolution aims to address and correct discrepancies in membership data by implementing regular reviews and updates of the "No-Hit" list. It emphasizes enhancing engagement between the union and its members through accurate data management and internal organizing efforts.

RESOLUTION RC-9: ENHANCING INTERNAL ORGANIZING AND MEMBER ENGAGEMENT

This resolution aims to bolster internal organizing efforts within the IUPAT by enhancing communication and training for service representatives, increasing member participation in union activities, and establishing clear metrics for tracking progress.

RESOLUTION RC-10: REAFFIRM COMMITMENT TO LONG-TERM STRATEGIC ORGANIZING

This resolution underscores the IUPAT's commitment to long-term strategic organizing by enhancing research, developing new organizers, and expanding membership opportunities. It aims to strengthen organizing efforts through continuous learning, effective leadership development, and collaboration with allied organizations.

RESOLUTION RC-11: TRADESHOW CRAFT TRAINING

This resolution addresses the need for enhanced training and effective call coverage in tradeshow, ensuring that peak events are managed efficiently while fostering career development for over-hire workers and maintaining high standards of safety and performance.

RESOLUTION RC-12: DEVELOPMENT AND IMPLEMENTATION OF PRE-APPRENTICESHIP PROGRAMS

This resolution aims to establish and expand pre-apprenticeship programs in partnership with local and community-based organizations to increase the number of skilled apprentices, particularly from disadvantaged and historically marginalized communities.

RESOLUTION RC-13: PASS THE PRO ACT & FUND FEDERAL LABOR LAW ENFORCEMENT

This resolution urges the IUPAT to support the passage of key labor law reforms, enhance federal labor law enforcement, and mobilize efforts to advance worker protections and union rights.

RESOLUTION RC-14: ESTABLISHMENT OF A UNIFIED CODE OF CONDUCT AND ETHICS TO ENHANCE WORKPLACE ENVIRONMENT AND ENSURE FAIR TREATMENT

This resolution calls for the development and implementation of a unified Code of Conduct and Ethics within the IUPAT, aiming to promote a respectful, equitable, and harassment-free workplace environment for all members.

RESOLUTION RC-15: BARRIERS TO ENTRY FOR APPRENTICESHIP PROGRAMS

This resolution addresses the need to revise apprenticeship program standards and practices to remove unnecessary barriers, making the trades more accessible to a diverse range of candidates and thereby strengthening the IUPAT's workforce.

RESOLUTION RC-16: SUPPORTING THE HARRIS-WALZ TICKET FOR THE 2024 U.S. ELECTIONS

This resolution expresses the IUPAT's strong support for Vice President Kamala Harris for President and Minnesota Governor Tim Walz for Vice President in the 2024 U.S. elections, highlighting their pro-labor achievements and commitment to workers' rights.

RESOLUTION RC-18: ENHANCING OPPORTUNITIES FOR BLACK WORKERS IN THE IUPAT

This resolution aims to address the underrepresentation of Black workers in the building and construction trades within the IUPAT. It outlines a comprehensive strategy to increase Black member participation, improve training, and foster a more inclusive and equitable union environment.

RESOLUTION RC-19: IMPLEMENTATION SCORECARDS FOR ENHANCED MONITORING AND STRATEGIC DECISION-MAKING

This resolution establishes a structured framework for monitoring and evaluating the effectiveness of diversity, equity, and inclusion (DEI) initiatives within the IUPAT through the implementation of CORE scorecards. These scorecards will help ensure accountability and strategic decision-making at both the international and District Council levels.

RESOLUTION RC-20: CAPITAL STRATEGIES AND THE DEFENSE OF IUPAT FUND ASSETS

This resolution establishes a strategic framework for managing IUPAT pension funds and ensures their protection and optimal performance. It outlines the creation of a Committee on Organizing and Capital Strategies, a Capital Stewardship Program, and other measures to enhance oversight and responsible investment practices.

RESOLUTION RC-21: ENHANCING OPPORTUNITIES FOR LATINO WORKERS IN THE IUPAT

This resolution seeks to address the underrepresentation of Latino workers in leadership and staff positions within the IUPAT. It proposes measures to create inclusive environments, increase Latino representation, and provide targeted support and development opportunities for Latino members.

RESOLUTION RC-22: LGBTQ+ CORE – INVESTING AND SPENDING IN OUR VALUES

This resolution focuses on enhancing the IUPAT's commitment to LGBTQ+, transgender, and reproductive rights by implementing impact investing and responsible spending practices. It aims to ensure that IUPAT's financial resources and activities align with core values of diversity, equity, and social justice while addressing discriminatory legislative agendas.

RESOLUTION RC-23: MATERNITY LEAVE PROGRAM EXPANSION

This resolution proposes an expansion of the maternity leave benefit program managed by the LMCI to include up to two weeks of paid leave for members who experience a miscarriage or the termination of a pregnancy. The aim is to support members through physical and emotional recovery during these challenging times.

RESOLUTION RC-24: ENHANCING OPPORTUNITIES FOR WOMEN IN THE IUPAT

This resolution outlines a comprehensive plan to enhance opportunities for women within the International Union of Painters and Allied Trades (IUPAT). It includes targets for increasing female representation, improving training and mentorship, and advocating for policies that support women in the workforce.

RESOLUTION RC-25: INFRASTRUCTURE AND WORKFORCE DEVELOPMENT

This resolution proposes the establishment of a committee to advance IUPAT members' interests in public markets driven by federal infrastructure investments and workforce development initiatives. The resolution emphasizes the need for effective labor policies, ongoing labor analysis, and strong communication systems to capture and utilize opportunities created by recent federal legislation.

RESOLUTION RC-26: STAFFING & SUPPORTING THE IUPAT HELPING HAND PROGRAM

This resolution aims to reaffirm and expand the IUPAT Helping Hand Program, which was established to address behavioral health and substance abuse issues among members. It emphasizes the need for dedicated staffing, enhanced training, and increased visibility of the program to support members effectively.

RESOLUTION RC-27: IMMIGRANT ORGANIZING & POLITICAL ADVOCACY

This resolution affirms the IUPAT's commitment to supporting and advocating for immigrant workers. It outlines efforts to reduce barriers for immigrant workers, combat exploitation, and continue political advocacy for legal pathways to citizenship.

RESOLUTION RC-28: PROMOTING LABOR-MANAGEMENT COLLABORATION

This resolution emphasizes the importance of strengthening labor-management partnerships within the IUPAT. It outlines commitments to invest in and promote LMCI programs, including holding joint labor-management retreats and sponsoring LMCI courses.

RESOLUTION RC-29: RENEWED COMMITMENT TO ORGANIZING IN CANADA

This resolution underscores the IUPAT's renewed commitment to enhancing organizing efforts in Canada. It outlines a strategic investment in resources and support to achieve a significant increase in membership.

Thank You, Delegates!



DISTRICT COUNCIL SPOTLIGHT

DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

AN INTERVIEW WITH DC 57 BM/ST BRIAN HERBINKO

Please introduce yourself and share some of your history with the IUPAT.

My name is Brian Herbinko and I was elected Business Manager/Secretary Treasurer of District Council 57 by acclamation this past June. I am a painter by trade and have been a member of Local Union 6 for nearly 25 years. I have been on staff at DC 57 for the past nine years, serving first as a part-time commercial painting instructor and most recently as Director of Training. My top priority is to make sure the members and their interests are front and center, and I'm excited to build upon the legacies of prior DC 57 BM/STs Chris Geronimos and Rocky DeStefano.

Who are some of your key staff members?

I'm lucky to be surrounded by a great team that includes Director of Organizing Claire Cawley, Director of Service Steve Olash, Director of Training Thad Szymkowiak, and Director of Government Relations Joe Hughes.



DC 57 BM/ST Brian Herbinko

How many members are represented by your District Council and in what areas?

DC 57 proudly represents nearly 1,800 members in 32 counties of Western Pennsylvania—we stretch all the way to the borders of Ohio and West Virginia. We split the state with DC 21, who cover the eastern end of the state, including Philadelphia. We also have one bargaining unit in West Virginia, W.A. Wilson, a glass manufacturing shop. Our main office is in Carnegie, just outside of Pittsburgh, and we also have satellite offices in Erie and Altoona.

What trades does your District Council represent?

We represent painters (commercial, industrial, and bridge), along with sign and display workers, glaziers, and drywall finishers. We also have a group of public sector workers comprised of the custodial staff, teacher aides, and librarians in Erie's school district.



Tell us about some project(s) or campaign(s) you're currently working on.

- Our District Council has been busy, and we expect things to pick up even more with big hospital and university projects coming up. They aren't quite ready for us—the finishing trades—yet, but hopefully will be this winter.
- Several of our drywall finishers, glaziers, commercial painters and industrial painters working on Pittsburgh International Airport's terminal modernization project for a few months now. We have gotten a lot of worker hours from this job, which is still going strong.
- Three Allegheny County bridges—McKees Rocks Bridge, Fort Duquesne Bridge, and the West End Bridge—are scheduled to be painted within the next few years and our members are looking forward to it.
- We are also working on a market analysis of the residential market. Glaziers have been the primary focus but we're also talking to painters and finishers. We hope to eventually organize workers in residential construction.
- DC 57 is helping a group of non-profit workers form a union in their workplace to codify their working conditions in a contract. While things are still a bit fluid, we've had a lot of success engaging workers from a sector not traditionally represented by the IUPAT and we see this as a great first step towards organizing more workers via 9A campaigns.
- We just signed M-E Construction, a drywall company in Erie. They had been a signatory contractor exclusive to the Carpenters for a long time, but after years of building a relationship with them, they finally signed with us. This was great timing as one of our other contractors recently retired. M-E Construction has over 20 drywall finishers, and a good chunk of them are new members.



- Politically, we've been running a robust job site leafleting program about the election and issues that matter to our members. We are talking to every member regardless of their political affiliation, and meeting them where they are. Our focus is on electing pro-worker candidates, not party politics. Director of Government Relations Joe Hughes has been released to do political work for the North America's Building Trades Unions (NABTU) for Western Pennsylvania, overseeing the larger Building Trades' outreach program.

What is some work that your District Council is particularly proud of?

Our Training department has made a concerted effort to get our glaziers certified as Architectural Glass and Metal Technicians (AGMT) because many projects require those certifications. We have nearly 30 members certified, which is a quarter of Glaziers Local Union 751. This is a testament to the Training department and to our members' dedication to their craft.



I also want to share a lesson we took from the rehabilitation of the Seventh Street Bridge (also known as the Andy Warhol Bridge). A non-union contractor, Southern Road and Bridge, won the bid to paint the bridge. They brought in around 60 out-of-state workers to get it done. After some digging, DC 57 discovered that workers were not being paid prevailing wage, and safety hazards, including improper lead containment procedures. As a result of these thorough investigations, DC 57 helped the workers get back wages, but due to their out-of-state status, it was nearly impossible

to organize them. While there is still some fallout from this project, the main lesson we took from it is to push for in-state worker requirements on state-funded projects. We are now working on legislation at the county and state levels.

Tell me about the work your team has done to diversify your District Council.

Diversity is a constant focus of ours. Our Organizing department has been partnering with community groups like the Pittsburgh Hispanic Development Corporation. One of our organizers, Dennis Alvirena-Flores, is bilingual, and has gone to many different career fairs and other events. We've been able to recruit members from that community who are now working on projects with us as drywall finishers and painters. Dennis is also the Vice President of the Labor Council of Latin American Advancement, so this work is always on our minds.



Another one of our organizers, David Lovelace, is very active in the Coalition of Black Trade Unionists, and he often represents our union and spreads the word about our union's commitment to growing in this way.

Claire Cawley, our Director of Organizing, is working with the Master Builders Association and Diverse Business Enterprise to discuss how emerging contractors can become union contractors and how that could give them a competitive edge.

Earlier this year, DC 57 Drywall Finishing Coordinator Monica Dunn participated in the Workforce Equity Roundtable, which discussed the opportunities and challenges facing women in the workforce. It was hosted by the United Steel Workers and Congresswoman Summer Lee (PA-12) and featured women from across the trades and labor.



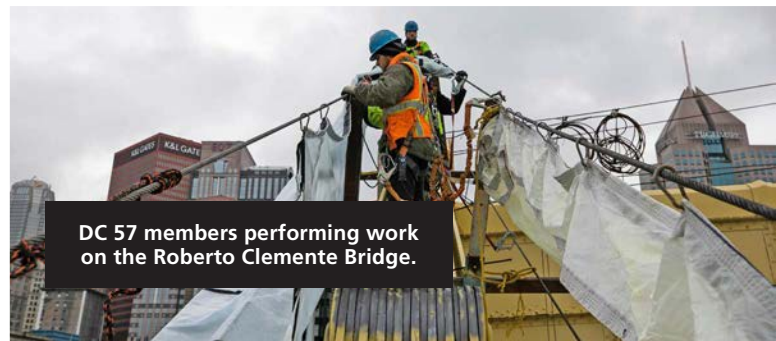
DC 57 Drywall Finishing Coordinator Monica Dunn

We are also in the process of forming a women's committee. This past year, we brought in a record number of apprentices in drywall and commercial paint—almost 30 first-years in each craft. Our Apprenticeship department heavily focuses on the recruitment of women and minorities.

Is there anything else you'd like us to know about your District Council?

With the exception of two people, everyone on our team has been on staff less than five years. That means we have a lot of fresh ideas and a renewed focus in putting members' interests first. Additionally, the COVID pandemic changed many things and we've adapted well to our members' unique needs as a result.

Finally, here's something fun that the football fans out there will appreciate—we're in the second year of our staff fantasy football league. Last year, Local Union 409 Business Representative and Organizer Brandon Venslosky won the pot of money and a Christmas ornament trophy. Whenever you turn on a Pirates game or Steelers game, you'll see the Roberto Clemente Bridge, which was just repainted by our members at the end of last year. It really pops, and it's the first thing we all think of when we watch games.



DC 57 members performing work on the Roberto Clemente Bridge.

What advice would you give to future leaders?

Never forget where you came from. At the end of the day, we're all construction workers—we know the issues and concerns—and that's what drives our decision-making and leadership.



DC 57 members march in the Pittsburgh Labor Day parade, one of the largest in the country.

INFRASTRUCTURE

DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

DC 57 BACKS EFFORT TO BRING EPA GRANTS TO WESTERN PENNSYLVANIA

As part of a broader effort to bring federal infrastructure dollars to Western Pennsylvania, District Council 57 hosted a press conference earlier this year highlighting the Pennsylvania Department of Environmental Protection's RISE PA Climate Pollution Reduction Grant (CPRG) proposal. The nearly \$500 million grant would make Pennsylvania's heavy industry more energy efficient with new technologies (like coatings and glass systems) and a common sense approach towards reducing carbon emissions. DC 57 Business Manager/ Secretary-Treasurer Brian Herbinko, who was DC 57's Director of Training at the time, spoke about what this grant money would mean for DC 57's future workforce and training efforts: "These jobs, which likely would not exist without this grant funding, mean that our existing members stay busy and that we can bring in dozens of new tradespeople, some of whom may be making a family-sustaining wage for the first time, or buying their first house, or finally being able to save money for their retirement."



L to R: Justin Backal Balik from Evergreen Action, Allegheny County Executive Sara Innamorato, Pennsylvania Department of Environmental Protection Acting Secretary Jessica Shirley, Dr. Brian Regli from Governor Shapiro's office, Joanne Kilgour from the Ohio River Valley Institute, Vanessa Lynch from Moms Clean Air Force, and DC 57 BM/ST and former Director of Organizing Brian Herbinko.

Other speakers from Governor Josh Shapiro's administration, Allegheny County, and environmental groups joined Brother Herbinko in highlighting this unprecedented partnership between building trades and environmental interests. As a result of DC 57's early involvement in discussions about this grant, the Shapiro administration took care to include fair labor bonuses, apprenticeship language, and prevailing wages in the proposal.

Update: The EPA has since awarded Pennsylvania this grant, enabling DC 57 and other trades to put members to work on projects that will make our communities greener.

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



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



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



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



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

EDUCATIONAL OUTREACH

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

TOOLS & TIARAS WORKSHOP

District Council 9 and the Finishing Trades Institute of New York hosted another successful Tools & Tiaras workshop earlier this year. Several young ladies were invited to participate in an action-packed afternoon of hands-on learning and fun. DC 9 and FTINY staff were assisted by some of our women members and apprentices in conducting demonstrations and hands-on exercises.



SHE CAN BUILD OPEN HOUSE

District Council 9 and the Finishing Trades Institute of New York hosted the *She Can Build* open house for Women's History Month this year. The Building & Construction Trades Council of Greater New York, the Apprenticeship Readiness Collective, and pre-apprenticeship programs participated in the event, which invited women to receive information about training, apprenticeship, and career opportunities for women in the construction trades.





DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN

INDUSTRIAL PAINTING PRE-APPRENTICESHIP CELEBRATES FIRST GRADUATES

On Wednesday, May 15, 2024, District Council 30 honored the first cohort of participants to successfully complete a new statewide Industrial Painting Pre-apprenticeship (IPP) program. The 6-week pre-apprenticeship program concluded with speed interviews and a graduation ceremony.

The IPP Program was made possible through a grant from the U.S. Department of Labor’s Employment Training Administration awarded to the Tri-Council Development Fund (TCDF), a community and workforce development partnership of the three Illinois District Councils affiliated with the IUPAT and their affiliated contractor associations. First up to host a cohort of the IPP was DC 30’s North Central Illinois Finishing Trades Institute (NCIFTI) in Aurora. Future IPP cohorts are planned for District Council 58’s training facility in Chesterfield, Missouri, and District Council 14’s training facility in Berkeley, Illinois.

The goal of the program is to introduce individuals to the industrial painting industry and to prepare them to enter and succeed in a full three-year apprenticeship program. All participants said they would recommend the program to others.

During the program, participants learn technical skills, such as how to properly mix coatings and prepare surfaces, as well as how to operate specialized equipment like abrasive blasters and airless sprayers. They also earn certifications, including OSHA 10-Hour Construction Certification, Fall Protection Certification, and a Certificate of Completion for the program itself. In addition to the emphasis on technical skills and safety protocols, participants also gain essential career development skills such as how to apply and interview for a job and how successful construction careers involve an appreciation for productive and

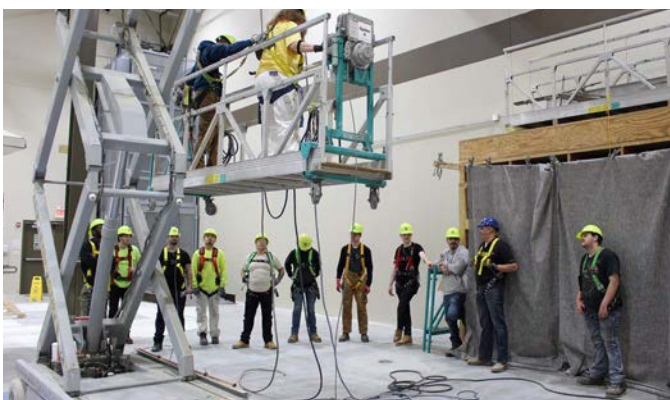
high-quality work, good personal money management, and thoughtful retirement savings.

“Interviewing practice is an important part of the program,” said Amita Chakravarty, IPP Program Manager and Career Navigator, referring to one-on-one mock interviews that give participants a chance to hone their interviewing skills. Students test their interviewing skills on the last day of the program during a speed interviewing event with industrial painting contractors, which Chakravarty referred to as the “main event,” noting, “The entire program led to this moment. The IPP was built to teach these individuals what industrial painting is, to help them determine if it is the right career for them, and to help prepare them to take the next steps into full apprenticeship. The chance to speak with a variety of employers on the last day—and maybe walk away with a shot at a job – was the perfect ending to the program.”

Another unique feature of the program is the financial support provided to participants to help address the financial barriers that often exist for those seeking to enter the building trades. “In designing the program, we were purposeful about devoting a significant amount of the funding to student support,” said Todd Dotson, TCDF Executive Director. “This support helps participants thrive during the early days of their pre-apprenticeship and puts them on strong footing for a long-term career.”

Program participant Joe McKeever agreed, saying, “Not only did [the program] provide us with so much; it even paid us to learn, which really helps to pay the bills when you have to take days off work to be in school.” For IPP graduates who enter apprenticeship, additional financial support can continue for up to one year.

Steve Lefaver, NCIFTI Director of Apprenticeship & Training, is proud of what the first cohort achieved. “The IPP accomplished what it was meant to. We knew going into it that not everyone in the program would decide industrial painting was the right career for them. The majority of graduates did make that decision, though, and they now have a solid understanding of the industry and how apprenticeship works.”



EDUCATIONAL OUTREACH

DISTRICT COUNCIL 30 | ILLINOIS, WISCONSIN

FIRST ANNUAL TRADESWOMEN TAKE OVER SPRINGFIELD EVENT

On Thursday, May 16, 2024, District Council 30 members and leaders joined representatives from building trades organizations across the state of Illinois for the first-ever Tradeswomen Take Over Springfield recruitment and lobby day. During the event, union members and leaders traveled to the Illinois State Capitol Building to meet with females interested in starting careers in construction and talk with elected officials about building equitable pathways for women to enter and succeed in the trades.

The event was first envisioned by Illinois State Representative Stephanie Kifowit, who attended the 2023 NABTU Tradeswomen Build Nations event in Washington, D.C., and felt inspired to bring the same energy and message to the Illinois state capitol. “We definitely need to make sure that [women] are 100% supported,” stated Kifowit during a press conference highlighting the inaugural event. “Here in Springfield, we support women in the trades.”



IUPAT International representatives, members and leaders from District Councils 30, 14, and 58, and representatives from building trades organizations across the state of Illinois attended the inaugural Tradeswomen Take Over Springfield event.

The recruitment and lobby day celebrated the accomplishments trades unions have made in increasing the number of women within their ranks while also calling on elected officials to help address remaining barriers to these recruitment and retention efforts. The event also showed the general public that women are in full force in the unionized building and construction trades, as both trades workers and labor leaders.

Event coordinators were honored to have the full support of the IUPAT in the creation of Tradeswomen Take Over

Springfield. IUPAT attendees included General Vice President for Government Affairs Liz McElroy, Marketing Manager Jacinta Austin, and General Representative John Penney, along with representatives from District Councils 14, 30, and 58. “At the IUPAT, we have a commitment to growing the number of women in our union, and we take it really seriously,” said McElroy at a morning press conference. “[Women] need to know what the opportunities are [in the trades], and that is what today is all about.”

DC 30 Director of Organizing Mandy Ganieany worked directly with Representative Kifowit and Illinois labor leaders to bring the event to Springfield. As an event spokesperson, she helped to educate both elected officials and the general public about the purpose of the event during the press conference and on a Capitol Connection news segment. “In fields traditionally dominated by men, like the building trades, we’ve witnessed a remarkable shift towards greater gender equality,” Ganieany detailed. “More women are not only joining the ranks but also rising to leadership positions within their unions.”

However, as noted by many during the event, there is still more work to do to create equitable pathways for women to both enter and thrive in the building and construction trades. One area of focus in Illinois is access to childcare. “[Construction workers] work nontraditional jobs, and that equates to nontraditional hours,” added Ganieany. This field, she notes, requires nontraditional daycare opportunities with longer hours of operation, and this is especially true for single mothers. Many leaders also advocated for increasing female representation in the trades to bring more women into the trades.

While the event was the first of its kind, it did not lack interest or engagement. Almost 100 women registered to attend the event, and over 2,000 individuals visited the registration website for information. A total of 12 trades organizations set up booths at the event to talk to females interested in construction. District Councils 30, 14, and 58 joined forces to represent the IUPAT as one unit under the IUPAT’s women in construction booth. The unified presence

DC 30 Director of Organizing Mandy Ganieany discusses the Tradeswomen Take Over Springfield event during a "Capitol Connection" news segment.



General Vice President for Government Affairs Liz McElroy addresses attendees of Tradeswomen Take Over Springfield.



did not go unnoticed—the IUPAT booth was heavily attended throughout the event. “This was a statewide event,” recounted Ganieany. “When it comes to recruiting females to the IUPAT, we are all on the same team. It was great to see members and staff from three different District Councils work so seamlessly together.”

Other leaders in attendance included Illinois State AFL-CIO President Tim Drea, Illinois State AFL-CIO Legislative Director Jason Keller, Finishing Contractors Association of Illinois Executive Director Mark Palmer, and multiple DC 30 signatory employers. “This event was truly a collaborative

effort,” shared Marisa Richards, DC 30 Director of Outreach & Engagement, who played an integral role in coordinating the event logistics and registration process. “We are trying to address these recruitment and retention barriers from all angles, and that requires everyone to have a seat at the table. From the various building trades unions, our signatory employers, and the associations that represent them, to the female leaders blazing this trail and our elected officials across the state. This is about partnership, and we are very grateful to have had so many in attendance at this inaugural event.”

DISTRICT COUNCIL 51 | MARYLAND, DISTRICT OF COLUMBIA, VIRGINIA

DC 51 FTI COLLABORATES WITH DMV TRADESWOMEN COMMUNITY

Earlier this year, District Council 51’s FTI Director of Apprenticeship and Training James Reamy (pictured right) and DMV Tradeswomen Community Co-Founder Rochelle Ramsey-Walker (pictured left) visited Crossland High School to promote pre-apprenticeship and apprenticeship programs within the Baltimore-DC Building Trades Unions. It was a chance for junior and senior students to learn about pathways into the construction industry and the good wages, benefits, on-the-job training, and success that a career in the trades can offer. DC 51 appreciates the opportunity to speak at Crossland High School and is excited to build a more diverse, robust workforce in the DMV region, engaging all communities about success within our industries.



EDUCATIONAL OUTREACH

DISTRICT COUNCIL 53 | WEST VIRGINIA, MARYLAND, OHIO, KENTUCKY, VIRGINIA

2024 COATINGS AND CORROSION EXPO

In April, District Council 53 welcomed over 250 attendees for the 2024 Coatings and Corrosion Expo at the FTI Training Center in Weston, West Virginia. The expo, which debuted in 2013, caters to apprentices, businesses, local officials, and industry workers and offers classes, vendor meetings, and activities focused on industrial corrosion and coatings.

This year's event featured classes and demonstrations for pipeline contractors, the oil and gas industry, paint contractors, coating suppliers, technicians, chemical plant operators, and professionals in the Department of Transportation, tanks, bridges, concrete, and refining industries. The expo highlighted corrosion control and coatings and presented new processes and products. Attendees also earned Continuing Education Units through specialized classes. Participants included vendors, plant inspectors, and West Virginia Division of Highways employees. All gained valuable insights and shared their knowledge in the industry.

DC 53 Business Manager/Secretary-Treasurer Brian Stanley emphasized the importance of the event for West Virginia.

"We have a lot of aging infrastructure here in West Virginia, and it's important to maintain it with correct coatings and a trained workforce," said Stanley.

West Virginia State Delegate Rick Hillenbrand (R, 88) also noted the expo's role in job creation and professional development. "Jobs are what life is all about. This expo provides a pathway for new people to enter the job market and helps us stay on the cutting edge," said Hillenbrand.

The success of the expo was made possible by sponsors Atlantic Design Inc., Finishing Trades Contractors, KTA-Tator, PPG Protective & Marine Coatings, PSS Industrial Group, TNEMEC Company, Ullico Casualty Group, LLC, and US Minerals - Black Diamond Abrasive. The Expo was also featured on WBOY 12 Newscast and the Weirton Daily Times.

Thank you to everyone who attended and contributed to the success of the 2024 Coatings and Corrosion Expo. We look forward to continuing this tradition and supporting growth and innovation in the industry.





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

FTIUM'S PREP PROGRAM BREAKS BARRIERS FOR UNDERSERVED COMMUNITIES

Preparing for Real Economic Prosperity (PREP) is a novel program that enables underserved Minnesotans to receive career training at the Finishing Trades Institute—Upper Midwest's (FTIUM) state-of-the-art training facility and classrooms. Students learn how to work on a team, build professional resumes, land and conduct themselves in job interviews, and other critical skills.

PREP is for all Minnesotans but is specifically aimed at low-income Black, Latino, and immigrant communities who often are not presented with opportunities for high-earning career training. Though the program doesn't guarantee job placement, it gives students the tools they need to enroll in union apprenticeship programs and gain the union

advantage. Students are mentored by FTIUM instructors and are encouraged to make the most of hands-on learning opportunities at the school.

Unique programs like PREP serve as models for what union training programs can accomplish when they put community needs first. They boost economic growth, close the employment gap, and foster unity and partnership.

Funding from The Minnesota Department of Employment and Economic Development made the PREP program possible for FTIUM. Building relationships with state agencies can enable union trade schools to make resounding impacts on the communities they serve.

WORKPLACE TRAINING, EDUCATION & SAFETY

DISTRICT COUNCIL 14 | ILLINOIS, INDIANA

STAR TRAINING

On Saturday, March 30, 2024, Finishing Trades Institute of DC 14 instructors Joey Hernandez and Veronica Leal conducted a forklift training class for 19 journey worker painters. Regular training sessions like this are important to DC 14, an active participant in the Safety Training Awards Recognition (STAR) program, which offers incentives for journey workers who pursue safety training and continuing education within the union workforce.

The day began with PowerPoint classroom work on figuring load capacities, mechanical inspection, daily checklist, and operation with an emphasis on safety. After the successful completion of a written exam, the remainder of the day involved practical experience using ride-on warehouse and rough terrain telescoping machines.

All participants were issued 3-year certifications in Class 1, 4, 5, and 7 forklift operation after passing a variety of operation and maneuvering tests.



POLITICAL ACTION

DC 51 | MARYLAND, DISTRICT OF COLUMBIA, VIRGINIA

A WIN FOR PLAS

District Council 51, Baltimore-DC Metro Building and Construction Trades Council, and Jobs With Justice are rejoicing over a significant victory for project labor agreements (PLAs) within construction projects. This win comes as a result of the District of Columbia City Council's decision to reduce the threshold for PLAs from \$75 million to \$50 million, ensuring more jobs with sustainable wages, benefits, safety measures, and opportunities for career advancement.



FLOOR COVERING CRAFT COMMITTEE



FROM UNION MEMBERS TO BUSINESS LEADERS: THE INSPIRING JOURNEY OF PRECISION ONE FLOORS

Coming off the momentum of our 33rd General Convention, where we celebrated the theme of **'One Family. One Union. One Fight.'** we are reminded of the power of unity and support within our ranks. A shining example of this spirit is the journey of Sam and Tiffany Rodriguez, owners of Precision One Floors and newly signed IUPAT contractors in Oregon. Their story is one of personal growth, community, and the unparalleled support that comes from being part of the IUPAT family.

Sam Rodriguez, a floor coverer with District Council 5/Local Union 1236, began his career in the non-union sector. Over time, he found his way into the union, where his career flourished, leading to an unexpected but exciting new chapter—becoming a business owner. With the training, skills, and backing provided by the IUPAT, he transformed from a tradesperson into a successful contractor with his wife, Tiffany, by his side.

In 2022, Sam took a bold step—he approached DC 5 Regional Director David Winkler with a vision: to launch his own business. Without hesitation, Winkler immediately set things in motion. Through the union, the Rodriguezs were introduced to other signatory contractors and industry manufacturers who mentored them through the transition. The support they received went beyond professional advice; it was the embodiment of the IUPAT family in action.

“IUPAT is a brotherhood, a family, and we’re in this together to hold each other accountable for the work we do,” said Brother Rodriguez.

Perhaps the most touching part of their story is how the union has embraced Tiffany as an integral part of this journey. While she had long seen the benefits of union membership for Sam, witnessing it firsthand as they built their business was a new experience. Their children have also seen how the union has provided stability, structure, and security—a foundation many families across the country strive for.

Tiffany shared that Sam often takes the time, even at a local Starbucks, to speak to workers about labor

rights and the value of being in a union. This commitment to fighting for his community shows the true impact of the IUPAT, not just on their business but on the lives of those around them.

Looking ahead, both Sam and Tiffany envision a future where Precision One Floors plays a vital role in educating young people about the power of learning a trade. With the IUPAT’s continued support, they are eager to show students that there are meaningful career paths outside of college where they can use their skills to serve their community.

The Rodriguez family credits much of their success to the opportunities provided by the IUPAT, but they also acknowledge the mentorship of union contractors like John Duty of Don Frank Floors. John has not only mentored Sam but also formed joint ventures with Precision One Floors, giving IUPAT members the chance to work on collaborative projects. This partnership reflects the essence of the union family—where larger contractors lift up smaller businesses, fostering growth and success.

While Precision One Floors is still in its early stages, Sam and Tiffany are already thinking big. With the union at their side, they are confident their company will grow into a full-service floor-covering business. For them, being part of the union isn’t just smart business—it’s a lifestyle that makes sense for their family and their community.

Together with the IUPAT, they are not just building a business but a legacy. Being a union contractor isn’t just about work—it’s about creating opportunities, forging relationships, and securing a better future for everyone involved.



MEMBERS IN ACTION

DISTRICT COUNCIL 5 | IOWA, COLORADO, ILLINOIS, NEBRASKA, SOUTH DAKOTA, WYOMING

LABOR NOTES 2024: BRING THE UNION TO THE MEMBERSHIP

In April 2024, representatives from District Council 5/Local Union 10 attended the Labor Notes Conference in Chicago. Per their website, “Labor Notes is a media and organizing project that has been the voice of union activists who want to put the movement back in the Labor Movement since 1979. Labor Notes promotes organizing, aggressive strategies to fight concessions, alliances with worker centers, and unions that are run by their members.”

The conference allowed DC 5/LU 10 reps to explore educational opportunities on how to continue building IUPAT worker power. They were joined by thousands of union members, officers, and labor activists who are frequently on the front lines, organizing new workers and agitating together.

Hundreds of classes were offered, ranging from Organizing Remotely to Building Contract Action Teams (CAT), Organizing a Strike Authorization Vote, and Developing the Leaders Your Union Needs. The main sessions provided the attendees with powerful stories of unionism and strategic details rarely mentioned in the published headlines we have seen in the media.

“One prominent illustration of empowering the workforce was a forum titled: Bringing the Union to the Membership. We can shed the notion that monthly membership meetings are the sole determining factor of member participation. To varying degrees, every member cares about their craft and the success of their union. We must find that degree and provide an avenue for them to engage,” said DC 5/LU 10 Business Representative Scott Oldham. He added that there are various venues and ways to communicate with our membership, “For example, Local 10 provides free tickets to union families to gather together at the nearby dragstrip. Creating multiple pathways for members to engage creates active members.”

Oldham said that they plan to send established and developing member leaders to Labor Notes 2026. “Conventions are an investment in the membership and the Local’s leadership development. Those who attend return with a greater understanding of how to better represent and support each other effectively. Leadership isn’t about taking everything on ourselves—it’s about developing ways that others can participate and lead. The union builds the structure, and the members bring the content.”



DISTRICT COUNCIL 6 | OHIO, INDIANA, KENTUCKY, PENNSYLVANIA

VICTOR MARTINEZ

District Council 6/Local Union 1275 journey worker taper Victor Martinez on the job at the new Sherwin Williams headquarters building in downtown Cleveland, Ohio. Brother Martinez works for DIMAR Construction LLC.





L to R: Ariel Placko (LU 802 Paint Apprentice), Stacy Harris (LU 802 Paint Journey Worker), Jenni Neduzak (DC 7 Communications Director), Mollie Spangler (LU 781 Paint Apprentice), Brittany Mertens (LU 781 Paint Apprentice), Heidi Jutrzonka (LU 781 Paint Journey Worker), Catherine Palmer (LU 802 Paint Apprentice), and Arianna Jackson (LU 781 Paint Journey Worker).



Back, L to R: Kilah Englke (OPCMIA), Jenni Neduzak (IUPAT), and Katie Connell (Building Advantage). Middle, L to R: Pam Fendt (LiUNA), Tamika Ward (UBC), and Christina Breitlow (Plumbers). Front, L to R: Emily Pritzkow (Wisconsin Building Trades), Michelle Robertson (IBEW), and Tracey Griffith (Midwest Urban Strategies).

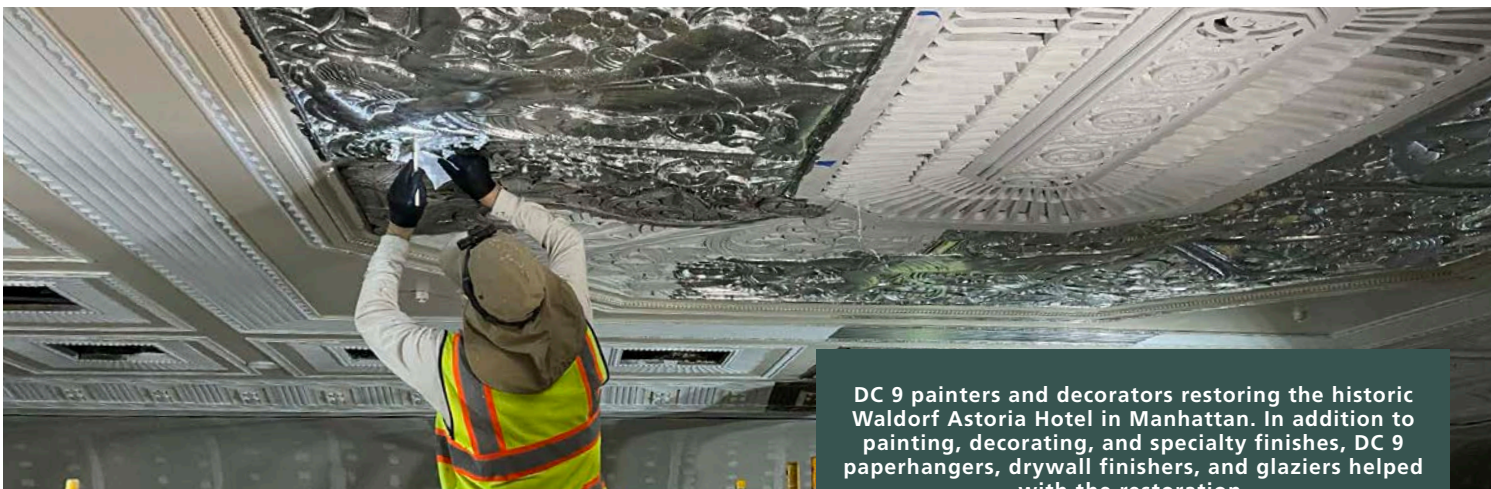
DISTRICT COUNCIL 7 | WISCONSIN, MICHIGAN

INAUGURAL WOMEN BUILD WISCONSIN EVENT

In March 2024, empowHER Wisconsin, a committee of women in the building trades, hosted the first-ever Women Build Wisconsin Event to round out Women in Construction Week. The event was a huge success, with people from all over Wisconsin attending.

DISTRICT COUNCIL 9 | NEW YORK, PUERTO RICO

WALDORF ASTORIA HOTEL



DC 9 painters and decorators restoring the historic Waldorf Astoria Hotel in Manhattan. In addition to painting, decorating, and specialty finishes, DC 9 paperhangers, drywall finishers, and glaziers helped with the restoration.

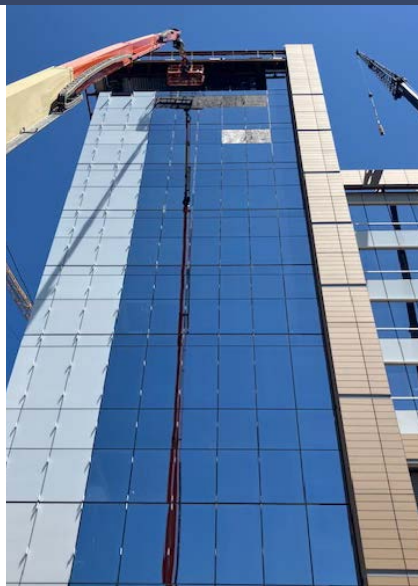


MEMBERS IN ACTION

DISTRICT COUNCIL 11 | CONNECTICUT, MASSACHUSETTS, RHODE ISLAND

ON THE JOB WITH DC 11

DC 11 members Chris Hendrickson and Luis Mojica installing unitized panels 160 feet up in the air for Massey's Plate Glass in Connecticut.



DISTRICT COUNCIL 51 | MARYLAND, DISTRICT OF COLUMBIA, VIRGINIA

DC 51 GLAZING APPRENTICE ISABELLA RUESING SPEAKS ABOUT CLIMATE CHANGE

On April 22, 2024, AFL-CIO President Liz Shuler and AFL-CIO Secretary-Treasurer Fred Redmond hosted a climate, equity, and jobs event for Earth Day. The event featured workers who have been directly impacted by the effects of climate change, Biden administration representatives, racial justice, and environmental justice groups. Among the speakers was District Council 51/Local Union 963 second-year glazing apprentice Isabella Ruesing.

Sister Ruesing told attendees, "Every trades worker has felt the effect of climate change in their work. As we celebrate Earth Day, we need to recognize the unique role we play. We create jobs that not only teach the importance of clean energy and sustainability but also teach how to properly install systems to accomplish just that. Registered apprenticeship programs offered by us and similar organizations across the country are gateways to equitable and lucrative careers.

"In light of significant legislative movements, billions of dollars are being funneled into clean energy. It's a historic

opportunity for all of us, including those looking for a meaningful career, those who want to provide for their families, and those who lack access to health care or safe working conditions. We must pioneer meaningful change for our communities and our planet."

Thank you for representing the IUPAT on this important matter, Sister Ruesing! We can't wait to see what you'll do next!



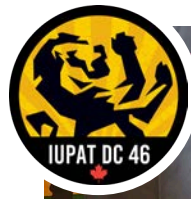
Isabella Ruesing

BLACK HISTORY MONTH

On February 20, 2024, District Council 46 joined other unions in sponsoring the **“Black Excellence: A Heritage to Celebrate, a Future to Build”** event at Queen’s Park in Toronto, Ontario. This non-partisan event, organized by DC 46 Political Director Ivan Dawns in collaboration with representative Chris Campbell of Carpenters Union Local 27, and Roodney Clarke of the United Association of Plumbers and Steamfitters, was the first of its kind in Ontario. Premier Doug Ford and representatives from other parties, along with Brother Dawns, spoke at the event.

Brother Dawns spoke about building on the foundation for future and upcoming generations that was laid down by Black pioneers in the trades and Black workers in Canada despite the challenges they faced. He highlighted the historical significance of the Brotherhood of Sleeping Car Porters and spoke of the formation of the Brotherhood in 1944, which marked a pivotal moment in labor history, especially for Black men who found limited job opportunities. Their collective agreement with Canadian Pacific Rail in 1945 was a significant step forward in securing better working conditions and rights for Black workers.

Dawns also discussed the formation of the Coalition of Black Trades Unionists (CBTU) in Canada, shedding light on Dory Smith’s impactful challenge at the Canadian Labour Congress (CLC) Convention in 1990 and his campaign to secure seats on the CLC executive board for Black representatives. Their success



DC 46 Political Director Ivan Dawns with IUPAT Grassroots Mobilizer and Community Partner Coordinator Kellie Morgan.

in achieving this goal demonstrated the power of grassroots organizing and collective action within the Labor Movement to advocate for greater representation and inclusion.

Brother Dawns also shared some words of wisdom from a friend—that everyone should plant a shade tree they will never sit under. He added, “Because our ancestors planted a shade tree years ago, I was able to become the first Black representative in Canada for the International Union of Painters and Allied Trades, and former general president Ken Rigmaiden was able to become the first Black General President of a Building Trades union. We’ve come a long way but the work is not done as yet. Now it’s our turn to plant a shade tree so that the next generation can benefit from this as well.”

REBUILDING TOGETHER ST. LOUIS

Earlier this year, District Council 58/Local Union 513 members donated their time and materials to improve the living conditions of the elderly, financially disadvantaged, disabled, and veteran homeowners through Rebuilding Together St. Louis. This is an annual activity for the group, who shared some photos of their glaziers cutting, installing, and sealing what had been broken lites of glass.



DC 58/LU 513 members Shay Jones, Andrew Bauer, Tim Warren, Ian Stuart, Ryan Marshak, Jeremy Farr, Training Coordinator Dale Willmann, and Michael McGhee. Not pictured: Mike Ferrenbach & Keva Willmann.



JUSTICE FOR ALL WORKERS

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

STOLEN WAGES, STOLEN PROTECTIONS

In May 2024, Colorado Governor Jared Polis vetoed House Bill 1008 (HB-1008), which would have made general contractors liable for payment to workers even if those workers were employed by subcontractors. The intention behind the bill was to curb wage theft within the construction industry, a sector where employers reportedly pocket over \$700 million a year owed to more than 400,000 workers. The rejection drew significant attention and sparked debate regarding workers' rights.

According to the Colorado Fiscal Institute, wage theft in Colorado results in significant financial losses for workers, especially in low-wage industries like construction, hospitality, and food services. Sponsors of the bill argued that holding contractors accountable would incentivize engagement with law-abiding subcontractors and discourage the practice of underbidding and then denying workers their wages. However, Polis objected that the bill "misaligns incentives for subcontractors to pay their workers by making general contractors liable," even when the general contractor is "not at fault," adding that the bill's sponsors were unwilling to consider more targeted measures.

In contrast, a similar bill passed at the county level in Denver in 2023 has demonstrated significant success. The county-level legislation has already helped to return millions of dollars in unpaid wages to workers in just one year, showing the potential effectiveness of such measures. Supporters of HB-1008 highlighted this success to argue for the need for similar statewide legislation to protect workers across Colorado.

The veto of HB-1008 was part of a broader action by Polis, who vetoed a total of six bills passed by substantial majorities in both chambers of the Colorado Legislature. Polis has stated that his vetoes are based on whether he believes the bills to be "in the best interest of Colorado" rather than on constitutional grounds. Critics, such as Rep. Meg Froelich, who co-sponsored HB-1008, have expressed frustration, arguing that the governor's actions run counter to the will of the legislature and the people. Froelich emphasized the bill's broad support, suggesting that Polis' veto prioritizes business interests over the protections needed by vulnerable construction workers. There is a growing perception that Governor Polis is bending to the opposition of anti-worker lobbyists, further aggravating those advocating for stronger workers' rights.

The frustration over the governor's decision was palpable in the community. On May 23, 2024, members of District Council 81's LatinX group joined a rally to express their discontent over the veto. They were joined by other community members and workers advocating for stronger protections against wage theft. The rally emphasized the personal impact of wage theft on workers' livelihoods and called for more robust measures to safeguard their rights. The debate over this veto highlights the complexities and differing perspectives on how best to address wage theft and protect workers' rights in Colorado.



DC 35 FIGHTS FOR WORKERS' RIGHTS AT A BOSTON RALLY

On April 1, 2024, DC 35 members and staff stood in solidarity with hundreds of workers at a Greater Boston Building Trades Unions rally in Boston's Copley Square. The rally called out a non-union construction site's exploitative practices and working conditions on an ongoing Boylston Street building renovation in the heart of Boston. Workers, labor advocates, and pro-labor politicians like Massachusetts State Senator Lydia Edwards gathered to fight for workers' rights and make it known that unscrupulous owners and contractors will not be tolerated.

DC 35 members and staff, along with Massachusetts State Senator Lydia Edwards, at the Greater Boston Building Trades Unions rally.



CASH & INVESTMENTS

	BALANCE AT 1/1/2024	ACTIVITY INCREASE (DECREASE)	BALANCE AT 6/30/2024
OPERATING FUNDS			
General Fund	42,184,767	257,641	42,442,408
Organizing Fund	2,357,295	359,148	2,716,442
Building Corp	3,549,567	201,759	3,751,327
Total Operating Funds	\$ 48,091,629	\$ 818,548	\$ 48,910,177
OTHER FUNDS			
AD&D	412,799	63,316	476,115
Death Benefit	31,565,739	1,801,527	33,367,266
Convention	6,076,664	520,130	6,596,794
Issues Campaigns	220,778	(121,078)	99,700
FIDR Fund	1,075,882	(210,329)	865,553
Total Other Funds	\$ 39,351,862	\$ 2,053,566	\$ 41,405,428
Total IUPAT Cash & Investments:	\$ 87,443,491	\$ 2,872,114	\$ 90,315,605



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ORDER TODAY: [UnionSportsmen.org](https://www.UnionSportsmen.org)

MEMBER SPOTLIGHT

DISTRICT COUNCIL 11 | CONNECTICUT, MASSACHUSETTS, RHODE ISLAND

VICTORIA VOCCIO

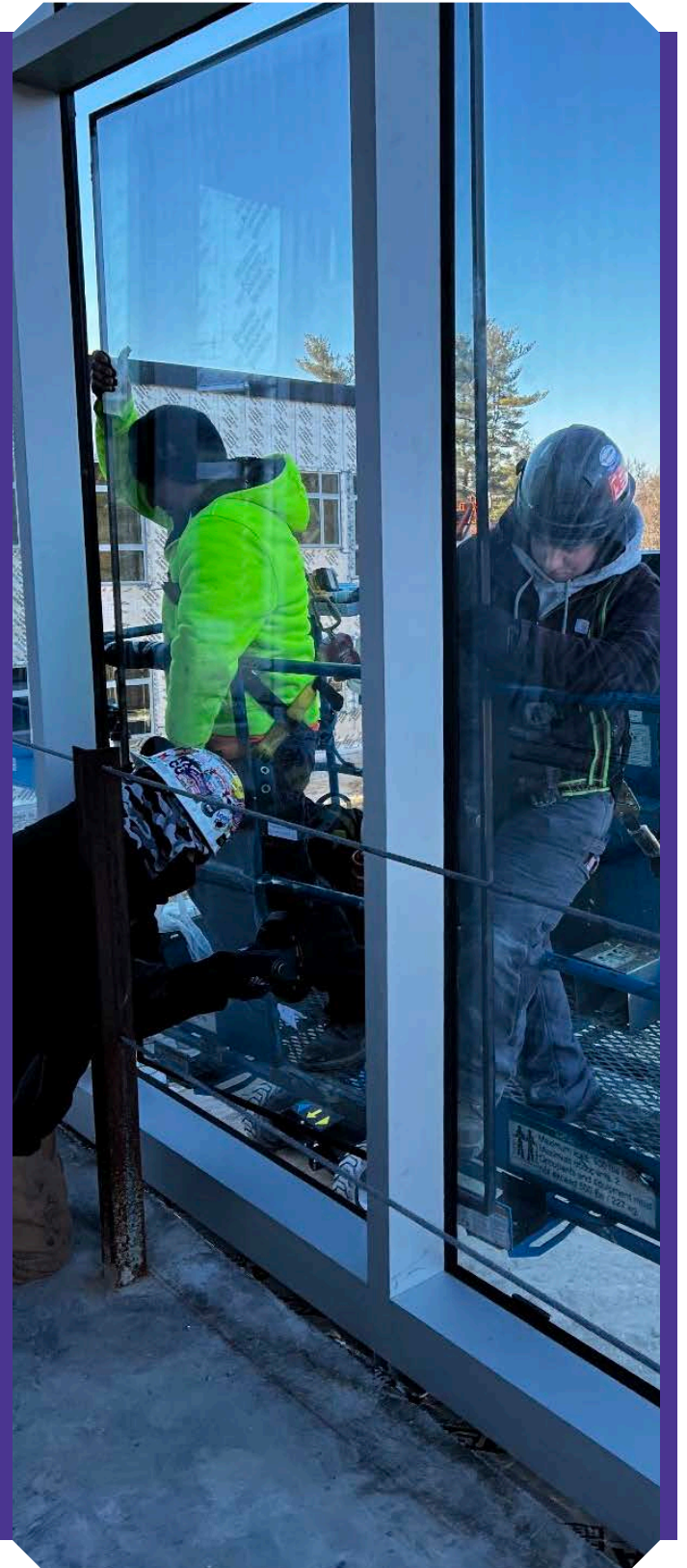
District Council 11/Local Union 1333

Victoria Voccio is a second-generation glazier and member of District Council 11/Local Union 1333 (Providence, Rhode Island). Voccio's passion and adventurous spirit have made her an invaluable asset to our union. From mastering the boom lift, to successfully passing the AGMT certification, to making connections on various job sites, Victoria embraces each day with enthusiasm and pure dedication. She recently completed her apprenticeship, and looks forward to the endless opportunities and adventures that lie ahead.

Sister Voccio told us, "The IUPAT has been a part of my life since I was a little girl. It was how my father was able to provide for my family growing up, and now being a second-generation glazier, it's how I provide for my own family today."

Beyond her work in the field, Sister Voccio is an active participant in our union, engaging in career fairs, women in the trades programs, and various vital initiatives. Her commitment to empowering women in the trades serves as a true inspiration to us all.

Please join us in celebrating our sister's journey and the countless women making their mark in construction!



RECOGNITION

DISTRICT COUNCIL 6 | OHIO, INDIANA, KENTUCKY, PENNSYLVANIA

INTERNATIONAL PAINTERS APPRECIATION DAY



District Council 6 members celebrate International Painters Appreciation Day on April 30, 2024. A special thank you to DC 6/LU 707 member Bill Jaworkse, who is responsible for this annual day of recognition, and to Sherwin-Williams for sponsoring the event.

DALE KRUSOE RECOGNIZED FOR 50 YEARS OF SERVICE

Dale Krusoe, a member of District Council 6/Local Union 639 (Cleveland, Ohio), recently became a Gold Member. The IUPAT General Constitution states that a Gold Member is a member who has remained in continuous or cumulative good standing for a period of 50 years and who has not transferred to Life Membership. Less than one percent of the current IUPAT membership has achieved this status.

Brother Krusoe works for family-owned Krusoe Sign Co., which has been in business for nearly 100 years.

Congratulations on this tremendous milestone, Brother Krusoe!



L to R: Sign & Display Local Union 639 President Damian Schillace presents Dale Krusoe with his Gold Member gifts – a plaque, gold watch and gold membership card.

DC 9 WOMEN'S COMMITTEE PRESENTED WITH PROCLAMATION BY NYC COUNCIL



During Women's History Month, District Council 9's Women's Committee received an official Proclamation from the Women's Caucus of the New York City Council. The Proclamation was presented in recognition of the work our union and the DC 9 Women's Committee do to advocate for women in the finishing trades and construction industries.

**STEVE HALL RECOGNIZED
FOR 50 YEARS OF SERVICE**

District Council 78/Local Union 1010 President Steve Hall recently became a Gold Member, joining the less than one percent of IUPAT members to achieve that status. Brother Hall (right) is pictured with LU 1010 President Sonya Stalnaker.



RECOGNITION

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA,
DELAWARE, NEW JERSEY

HARRY HINKLE RECOGNIZED FOR 50 YEARS OF SERVICE

Congratulations to District Council 21/Local Union 2018 Brother Harry Hinkle for reaching Gold Member status. Brother Hinkle (left) is pictured receiving his Gold Member plaque, card, and watch from LU 2018 Business Agent Robert Griffiths.



UNION GLAZIER ED FITZHENRY

District Council 21/Local Union 252 member Ed Fitzhenry's journey as a glazier is a story of passion, dedication, and community. He started his career as a union carpenter but found his true calling in glazing, drawn by satisfaction with the work and the strong bond he built with glaziers over the years.

Despite having previous construction experience, Brother Fitzhenry told us his apprenticeship with DC 21 was a game-changer. The program's high-quality training and top-notch instructors showed him first-hand the value of a well-run program.

To date, his favorite project has been preparing an area for patient overload during the COVID-19 pandemic at Penn First Hospital. It was a job that truly mattered, and he took pride in contributing to such a critical cause.

Brother Fitzhenry told us that LU 252 is family and that members help each other on and off the job site with hardship funds that aid injured members and a community that extends beyond the job site. "As much as we work hard, we play hard too," he told us. A Fitzhenry family favorite is the annual Glaziers' Weekend Family Event, where they enjoy games, golf, and the community union glaziers have built.

Fitzhenry told us the union's steady work and health benefits allow Fitzhenry to provide for his family. He starts

his day early and gets home in time to see his four children, and his union wages allow him to afford Catholic school and tuition at Drexel University for his eldest child.

Being a glazier with DC 21 has provided him with a balance of work, community, and family. He gets to do something he enjoys with people he's excited to work with. Having a union family means that if something happens, the union will have your back and keep you safe on the job.



JEN JEN GALI WINS FLOOR INSTALLATION COMPETITION

Congratulations to District Council 50/Local Union 1926 member Jen Jen Gali on winning the IUPAT's apprentice flooring installation competition at the International Surfaces event in Las Vegas earlier this year.

The challenge involved the IUPAT logo being centered and installed in a mock-up with a border using two different colors of commercial material. Precision and attention to detail were crucial. "I incorporated techniques I learned during my apprenticeship to adapt to what was required, as I normally do not work on commercial installations," said Brother Gali.



Gali said of the win, "It was an incredible, once-in-a-lifetime moment for me. Winning the competition at such a prestigious event was beyond my wildest dreams. I felt a mixture of joy, pride, and gratitude for the support I received from my members and family."

Brother Gali got involved in the industry through a family member in the floor layer's union who talked about the competitive wages, benefits, and opportunities a

career with the floor layers provides for its members and their families. He first heard about the competition from Floor Layer Training Coordinator Paterno Asunion during apprenticeship classes. "I was interested in doing something that would push me out of my comfort zone and challenge me," said Gali.

For aspiring floor layers or those considering a career in the trades, Brother Gali's advice is: "Never give up, learn from your mistakes, and trust the process. The road to being the best in your craft requires continuous learning where mistakes will always happen; just trust in yourself and your abilities, and everything else will follow."

In winning the competition, Gali not only showcased exceptional talent but also highlighted the importance of quality training and mentorship in the trades. As the industry continues to evolve, apprentices represent the future and bring innovation and skill to the forefront of flooring craftsmanship.

Since winning the competition, Brother Gali has graduated from his apprenticeship program and is on his way to becoming a journey worker. Mahalo and congratulations!



RECOGNITION

DISTRICT COUNCIL 53 | WEST VIRGINIA, MARYLAND, OHIO, KENTUCKY, VIRGINIA

DAN POLING RECOGNIZED FOR 50 YEARS OF SERVICE

District Council 53/Local Union 1144 (Parkersburg, West Virginia) member Dan Poling recently celebrated 50 years of service and became a Gold Member, joining a small percentage of IUPAT members to achieve this status.

Brother Poling's journey spans over five decades of dedicated service to DC 53 and various community initiatives. He was born into the proud tradition of labor and embarked on his union career in 1974 as an apprentice in Local Union 1144. Through the years, Poling has held various roles within the union, including Recording Secretary of LU 1144, President of LU 1144, Apprenticeship Instructor, Organizer, and Business Representative.

In 2001, Poling's leadership was recognized when the IUPAT merged multiple Local Unions and formed DC 53. He was elected as District Council President and appointed as Director of Servicing, a role he fulfilled with diligence and commitment. He went on to serve as DC 53's Business Manager/Secretary-Treasurer from 2013-2020.

Outside of his union work, Brother Poling has been actively involved in his local community. He has dedicated his time to various boards, including the Wood County Senior Citizens Board, Appalachian Regional Council Head Start Board, Salvation Army Board of Directors, and the Holiday in the Park Board. Additionally, he has served on the boards of HRDE and HRDF, organizations focused on providing housing and employment opportunities to disadvantaged individuals.

Poling's commitment to public service extended to his tenure in the West Virginia House of Delegates, where he served for eight years. During his time in office, he chaired the Labor and Industry Committee and contributed to various other committees focusing on finance, government organization, and workforce development.



Dan Poling (right) receives his Gold member plaque, card, and watch from DC 53 BM/ST Brian Stanley.

Brother Poling's personal life reflects his values of family and community. He is married to Cyndi and is a proud parent to three children—Brian, Michelle, and Danielle—as well as three grandchildren—Jessica, Cameron, and Hannah.

Congratulations, Brother Poling. Your legacy of unwavering dedication to the Labor Movement, community service, and public advocacy stands as a testament to your enduring commitment to improving the lives of others.

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

THANK YOU, PETE CASCIANO

District 77 would like to give a special shout-out to Glaziers Local Union 1940 Business Representative Pete Casciano for his hard work in building up his Local Union's apprenticeship. In just a few short years, LU 1940's apprentice numbers have increased from 8 to 68. These numbers are a direct result of Casciano's commitment to his union. He has been on the job manning his work, assisting the Organizing department, policing union and non-union job sites, talking to workers to get the word out, and everything in between to get it done.

Additionally, Brother Casciano is proactive in every directive that he is asked to participate in for DC 77. He is the organizer of the DC 77 annual PATCH golf tournament, and he mentors reps with his 10 years of experience. He is an integral part of everything that happens at DC 77.

Outside of work, he is the proud father of four daughters and one son and a grandfather of five. The crew at DC 77 told us, "The IUPAT could use more people like Pete Casciano. We are proud to have Pete on our team."

Thank you for being an example to us all, brother!



SCHOLARSHIP WINNERS

S. FRANK "BUD" RAFTERY SCHOLARSHIP AWARD WINNERS 2024

Winner	Local Union	Region
Grace Craig	Painters, Local Union 138 Burnaby, British Columbia	Canada
Jase Lunn	Glaziers, Metal Mechanics and Glass Workers, Local Union 1795, Hamilton, Ontario	Canada
Jarred Peppers	Painters, Decorators and Allied Trades, Local Union 7 Toledo, Ohio	Central
Roberto Mendoza, Jr.	Painters, Local Union 273 Chicago, Illinois	Central
Ryan Anderson	Painters, Local Union 448 Aurora, Illinois	Central
Emanuel Campusano	Painters, Local Union 193 Atlanta, Georgia	Eastern
Mathew Jendroska	Glaziers, Architectural Metal, Glassworkers and Allied Trades, Local Union 1087, New York, NY	Eastern
Seamus McGroary	Painters and Allied Trades, Local Union 2011 Philadelphia, Pennsylvania	Eastern
Cameren Banis	Painters, Local Union 1791 Honolulu, Hawaii	Western
Desiree Ramos	Resilient Floor and Decorative Covering, Local Union 1247, Los Angeles, California	Western

A.L. "MIKE" MONROE/RALPH D. WILLIAMS, III SPORTS SCHOLARSHIP AWARD WINNERS 2024

Winner	Local Union	Region
Allysa Wolf	Painters, Local Union 85 Belleville, Illinois	Central
Conor Boyle	Painters, Local Union 577 Cambridge, Massachusetts	Eastern
John Carrier	Glaziers, Architectural Metal, and Glassworkers, Local Union 188, Seattle, Washington	Western

REMEMBRANCE

REMEMBERING GENERAL PRESIDENT EMERITUS A.L. "MIKE" MONROE

On September 9, 2024, General President Emeritus A.L. "Mike" Monroe, a 68-year member of the IUPAT, passed away at the age of 92.

Brother Monroe was born and raised in Alexandria, Virginia. In 1955, he and his three brothers were initiated into Painters Local Union 890. Three years later, he was elected Financial Secretary of Local Union 890 and delegate to District Council 51. In 1960, Monroe was elected Business Representative of the District Council. In 1964, he was appointed General Representative to the Second District. In 1972, he was appointed General Vice President of the Second District, where he served for 12 years.

Monroe was elected General Secretary-Treasurer in 1984 and held that position until 1992. The General Executive Board subsequently unanimously elected Monroe General President, and the union membership re-elected him in 1994. In August 1998, after 38 years of dedicated service to the IUPAT, he retired and was named General President Emeritus.

At the IUPAT's 28th General Convention in 1999, one year after his retirement, 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.

Monroe gave his entire life to our union and was a true pioneer in the Labor Movement. He guided us through some of our most difficult times and led us into the future with a plan to make us who we are today. He was a visionary and the father of full affiliation. Brother Monroe created our modern-day structure of being **One Union**, mentored many future leaders of our union, and truly believed in being **One Family**. He was always a tireless fighter for our members' rights on the job and in the workplace, and he embodied what it meant to unite under **One Fight**.



Beyond his professional accomplishments, Monroe was a family man. His love for his wife, Betty, their five children, and their extended family was central to his life. Whether spending time at the racetrack, a pastime he and Betty cherished, or simply enjoying time with his grandchildren and great-grandchildren, he found joy in the simplest moments. His family was the cornerstone of his life, just as he was a cornerstone of our union.

As we mourn our brother's passing, let us also celebrate the incredible life he lived and the profound impact he had on each of us and the entire Labor Movement. He leaves behind a union that is stronger, more united, and more committed to the cause of working people. It is our responsibility to carry forward his vision, values, and unwavering commitment to justice and equity for all.

We would like to extend our deepest sympathies to Brother Monroe's family. Rest in power, brother. You will be deeply missed, but your legacy will live on through the generations of IUPAT members whose lives you touched and whose futures you helped shape.

PENSION DEPARTMENT UPDATE

Administrator Dan Williams



AN OVERVIEW OF OUR PENSION PLANS

Who manages the IUPAT Pension Fund assets and makes investment decisions?

A common question that Pension Fund staff get as they travel across the country or report to employers or members is, “Who makes the investment decisions for the Pension Fund?”

The investment decisions of the Pension Fund are made by the Board of Trustees and certain specialized investment consultants who act as fiduciaries of the Pension Fund (more on this below). To carry out and execute the investment strategy of the Board of Trustees and its investment fiduciaries, the Pension Fund hires a multitude of specialized investment managers across various asset classes. The bottom line is that there are many investment professionals involved in making decisions on behalf of the Pension Fund who all ultimately answer to the Board of Trustees. In sum, all these moving parts add a strong level of compliance and governance to the investment program.

Here is a more detailed summary of the responsibilities and process involved with managing 3 retirement funds that collectively hold approximately \$5.4 billion in Plan assets:

IUPAT Industry Pension Plan—The IUPAT Benefit Fund Office is responsible for the administration of the Pension Plan. Roughly 60% of the active members of the IUPAT belong to the National Plan, and its collective assets stand at over \$4.2 billion as of October 1, 2024. With representation from Alaska to Florida, this Plan is the largest IUPAT benefit fund in North America.

IUPAT Industry Plan (Canada) —The Fund Office also administers the Canadian Industry Plan, which is a defined pension benefit plan for virtually all of our Canadian membership. With assets approaching \$600 million, this Plan serves as a primary defined benefit pension for certain District Councils in Canada like DC 39 (Halifax, Nova Scotia) or a supplementary pension—in some instances like in DC 46 (Toronto, Ontario). This Plan has tripled in size in the last 10 years due to the rapid growth of membership and industry in Canada.

IUPAT Industry Annuity Plan—The third plan that the International Benefit Fund Office administers is a defined contribution plan. This Plan serves around 10,000 US members from various District Councils, primarily in the Northeast region. Its Plan assets stand at just over \$600 million. The unique feature of the National Annuity Plan is that it offers the participants the ability to choose their own investments from an investment lineup based on options provided by the Plan’s Trustees. This model is called a “self-directed” annuity and is an option to consider when bargaining retirement benefits.

All three of these plans have different governance and investment structures:

IUPAT Industry Pension Plan

- The IUPAT Industry Pension Fund’s long-term assumed investment rate of return is 7%. This means that the strategy of the Plan is to attain a 7% annual investment return over time. Long-term assumptions are important because they factor in multiple market cycles and are typically considered over a 30-year investment period. Investment returns over 30-year cycles have ebbs and flows. Our investment consultant updates their capital market assumptions (expected return outcomes for all of their different asset classes) quarterly and focuses on a 7-10-year return likelihood, as well as a 30-year horizon. This is important because different asset classes have different life cycles. Private equity investing typically has a 5-7-year cycle, while certain equity holdings could have realistically 30-year return projections. That is why, as institutional investors, the Trustees are armed with proper information, and not reactive to downturns in particular asset classes, and can maintain long-term positions within certain types of asset classes.
- Verus Consulting is the investment consultant and works at the direction of the Board of Trustees. Verus operates as an Outsourced Chief Investment Officer (OCIO) and advises the Board on portfolio construction, implementation, manager selection, and asset allocation, all in compliance with the Board’s Investment



Policy Statement (IPS). Verus Consulting is the Pension Plan's investment fiduciary and takes on investment responsibilities. They are responsible for the investment selection, monitoring, and replacement of underlying investment managers.

- The Board invests \$4.2 billion in pension assets according to its Investment Policy Statement. The Investment Policy Statement drives the investment strategy of the Pension Plan. That statement contains percentage ranges in which each individual asset class can be invested. Currently, the US pension's investment policy targets are:
 - o 33% Public Equities (28-38%)
 - o 24% Diversified Fixed Income (19-29%)
 - o 16% Real Assets (6-26%)
 - o 10% Private Equity (5-15%)
 - o 10% Private Credit (5-15%)
 - o 5% Opportunistic Credit (0-10%)
 - o 2% Cash
 - o Verus has the discretion to increase or decrease the targets only within the ranges in parenthesis (.....)
- Verus uses their deep research team and industry expertise to identify expected returns for each capital market above. They then review different products and approaches that investment managers deploy in each of those capital markets and hire and fire managers in accordance with the policy above. In addition to manager selection, Verus also advises the Board on strategic decisions relative to different asset class structures and whether or not it is prudent to hire active managers and simply buy the capital market equivalent index fund. All of this analysis, research, and decision-making is done on every investment decision.
- The Board of Trustees oversees the performance of the investment consultant. The Board is made up of eight labor Trustees and eight employer Trustees.

- As Verus Investments acts as the OCIO, the Board has also engaged an outside consultant to oversee all investment decisions. Marquette Advisors, another credentialed investment professional, performs this duty. Marquette also holds fiduciary status over investment decisions.
- The Board of Trustees meets in person twice per year and is governed by a series of committees—Investment Advisory, Administrative/IT and Appeals, and Audit/Delinquency. These committees meet an additional six to eight times per year, and their members are comprised of equal representatives from labor and management Pension Trustees. Their collective duties range from making interim investment modifications to administering benefit appeals and ensuring contributions are being made to the Plan.
- The IUPAT Benefit Fund Office works alongside both the Board of Trustees and the various investment professionals to ensure all parties are acting in the best interest of Plan participants and all service providers are providing the Trustees with timely and relevant information in order to make the most informed decisions as stewards of IUPAT members' retirement funds.
- The Plan complies with all federal policies applicable to defined benefit pension plans including compliance with IRS regulations, and governed under the applicable terms of the Employee Retirement Income Security Act, also known as ERISA, which is federally regulated by the Department of Labor.

IUPAT Industry Plan (Canada)

- The Canadian Industry Plan operates under a similar governance and operational structure as the US Plan, but there are a few fundamental differences.
- The Canadian Plan's assumed annual rate of return is 6.24% is a lower target rate compared to most defined benefit plans.





- As this defined benefit plan is for Canadian members, it is regulated by a separate set of pension regulations under the Canadian government. Canadian regulatory authority is often provincial-based, so the Plan adheres to Ontario rules and regulations and is governed under the Financial Services Regulatory Authority of Ontario, also known as FSRA. FSRA has just established a best practice guide for pension plans, and the IUPAT Canadian Industry Plan was one of the first multi-employer plans to participate in compliance with the best practice guide. We received high marks from the regulators who reviewed our Plan.
 - Unlike the OCIO structure of the US Industry Plan, the Canadian Plan operates under a “traditional” model where the Trustees direct the investments and make all investment-related decisions. Under this model, the Plan still retains investment advice and services from Verus with oversight from Marquette. This “traditional model” is a common structure for local/regional plans like the Canada Plan. Most IUPAT-affiliated local plans operate under this governance structure.
 - The Statement of Investment Policy for the Canadian Plan outlines targets and ranges as follows:
 - 47.5% Public Equities (Including Emerging and Global)
 - 30% Private Markets (Risk Parity, Private Equity, and Private Credit)
 - 18% Real Assets (Real Estate and Infrastructure)
 - 14.5% Fixed Income
 - The Board of Trustees consists of three Canadian labor and employer Trustees, respectively. It meets in person twice per year and conducts regular video conference meetings when needed for investment and governance authority.
 - The Industry Annuity Plan allows participants to self-direct investments if they choose. The Board of Trustees moved to the self-directed model because they realized that one investment strategy is not ideal for an entire population of participants with different investment objectives. A 25-year-old apprentice may have a greater appetite for risk tolerance compared to a 65-year-old journeyman who is looking to retire within the next few years. That is why the investment strategy based upon years to retirement becomes less risky as you move throughout your career. Under the old structure, all trustee-directed investments for individual accounts were invested collectively. This new structure provides younger members the opportunity to take on more investment risk at an earlier age and phase into preserving capital at the twilight of their careers.
 - If participants do not elect to self-direct investments, they are assigned to an investment lineup that aligns with their projected retirement date. The assumed normal retirement age is 65, so each participant is assigned projected years to retirement. Currently, the investment lineups are constructed as follows:
 - o 25 (+) years to retire
 - o 20 years to retire
 - o 15 years to retire
 - o 10 years to retire
 - o 5 years to retire
 - o IUPAT income fund
- The following information pertains to all of the national plans:**

IUPAT Industry Annuity Plan

- The Board of Trustees consists of eight labor and management representatives respectively. The Board has two in-person meetings per year.
- The Board of Trustees sets the Industry Annuity Plan investment lineup with investment advice from our investment consultant and oversight manager.

1. The Trustees receive monthly performance reports that provide detailed accounts of all investment manager performance within each asset class. The reports also include the Plan performance as compared to their peers (a universe of over 500 retirement plans). Peer rankings are a useful tool for Trustees to make sure their investment objectives are being met. While each plan has different objectives depending upon their funded



status, the exercise provides the Trustees another level of accountability on our investment professionals to strive for optimal performance.

2. Both investment institutions, Marquette and Verus, perform capital market assumptions. Capital market assumptions are their firm's respective economic outlook on each asset class, to which they project an "expected return" over different investment horizons. Pension Trustees often refer to two different data sets within the investment firm's capital market assumptions: a 7-10-year expected return and a 30-year expected return. With pension plans being institutional investors, it is important to consider both assumptions in order to balance short-term and long-term goals.
3. Our investment consultant is continuously re-balancing the plans to stay within the stated investment policy targets.

It is important for you to know about your different retirement accounts. Defined benefit and defined contribution plans are one of the most important differentiators in the unionized industry. These are benefits that have been negotiated and cared for by our predecessors, and every member needs to educate themselves about their retirement options.

Our defined benefit and defined contribution plans are second to none in North America. If you have any questions about your benefits, please contact your local business representative or the National Pension Fund Office directly at pension@iupat.org.



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

JULY 2, 2024 – OCTOBER 1, 2024

Name	LU #	Name	LU #	Name	LU #
Francois Joseph Abella	LU 1486	Gabriel Geoffrey Carter	LU 368	Randall Lee Ferrill.....	LU 169
Harry Dale Ackley, Jr.....	LU 1168	William Donald Carter.....	LU 156	Kevin William Finley	LU 169
Brad Alan Adams.....	LU 1176	Michael Lee Cayemberg.....	LU 802	Jim Edward Fitch.....	LU 1144
Richard John Allendorf.....	LU 252	Steven Michael Chasse.....	LU 481	Thomas Gerard Flahive	LU 831
Alva Antoine	LU 113	Cecilio Chavez Araiza	LU 1136	William Alan Flanagan	LU 61
John Bernard Aptt, Jr.....	LU 201	Johnny Jay Christensen.....	LU 930	Juan Domingo Flores Jaramillo....	LU 1036
Charles Martin Arnold, Jr.	LU 1165	Steven E Christensen.....	LU 1486	Hugo Manrique Flores.....	LU 1991
Jorge Luis Baigorria.....	LU 1456	Keith Jacob Cloutier	LU 61	Douglas Richard Forrest.....	LU 1299
Howard Alan Baker.....	LU 246	Kenneth Dale Conn, Jr.	LU 391	Steven M Forrest	LU 1009
Julie Jean Baker	LU 246	Scott Rodger Connelly	LU 1009	Gary Anthony Forte.....	LU 2011
Theodore Solis Barboza	LU 1991	Alvaro Regalado Contreras	LU 1136	Ronald Allen Frazier	LU 365
Christopher John Barclay.....	LU 1047	Frank Alan Cooper	LU 1094	Randolph Forrest Frie.....	LU 2001
Alan Barger	LU 120	Shawn Bernard Cooper	LU 201	Michael James Gagnon	LU 48
Steven Todd Baxter	LU 181	Alan Paul Cornish.....	LU 112	Farid Vladimir Gaitan	LU 20
Newton Glisson Beasley.....	LU 38	Terrance Raymond Cox	LU 61	Alex Louis Gallardo, Jr.....	LU 1778
Kevin Eugene Bellis	LU 246	Samuel John Crowley.....	LU 847	Fernando Garcia.....	LU 636
Robert William Bergersen.....	LU 1486	Larry Eugene Cyphers	LU 249	Juan Carlos Garcia	LU 1175
Scott Alan Bickers.....	LU 363	Ivoir Da Silva.....	LU 806	George Lloyd Gerhard.....	LU 2018
Salvatore Binanti.....	LU 20	Lance Scott Dallegro	LU 252	Richard Eugene Giesbrecht, Jr.....	LU 300
Raymond Lamar Bixler	LU 2011	Joseph Harold Defriese	LU 300	Dennis John Gladis	LU 636
James Harrington Boone.....	LU 2011	Scott Demicco	LU 1009	John Richard Godec.....	LU 159
Robert James Bornschein.....	LU 1087	Larry Gene Dennis	LU 1293	Maureen Patricia Gogan	LU 201
Cody James Bourgeois	LU 1244	Thomas Edward Dial.....	LU 226	Don Celedon Gonzales	LU 823
Gary Curtis Breitgham	LU 1036	Terry Edward Dickerson.....	LU 300	Pablo Gonzalez.....	LU 20
Kenneth Daryl Brennan.....	LU 357	Roy Francis Dill, Jr.....	LU 1009	Andrew Anthony Goodman	LU 1009
Joseph Carl Browning.....	LU 1195	Francesco Dipaola	LU 186	James Rodney Gould	LU 1803
Dennis Arthur Burtchaell	LU 1010	Leonard Newton Doyle	LU 372	Joyce Ann Graskemper.....	LU 181
James Michael Bussey	LU 2001	Carlos Manuel Duarte Ascencao....	LU 806	Barbara Ellen Green	LU 1165
Tracy Max Butcher	LU 300	Brooks Avery Ellis	LU 130	Kenneth Joseph Gressler, Jr.	LU 238
Ernest Caballero	LU 294	Jack Kit Eng.....	LU 300	Frank Andrew Gubish.....	LU 6
Charles Edmond Cadman, Jr.	LU 1036	Ronald Steven Erickson	LU 61	Patrick Laurence Hannon	LU 20
Miguel Acacio Camargo-Pavano..	LU 1036	James Christopher Eriole	LU 201	Jeffrey Ray Harper.....	LU 2011
Kevin DeFrance Canarsky.....	LU 80	Peter Manuel Esquivel	LU 2015	James Harrison.....	LU 6
Samuel Robert Carrillo	LU 848	Anthony Farley	LU 201	Arthur Raymond Hastings.....	LU 751

Name	LU #	Name	LU #	Name	LU #
Robert Saint George Henriques.....	LU 806	Luis Leon.....	LU 1719	Lonnie Roy Moore	LU 300
Urgelio Hernandez.....	LU 1036	Juan Manuel Leston.....	LU 20	James Lee Morris	LU 90
Arturo Herrera	LU 1136	W M Lewis, III	LU 1959	Terry Joseph Nay	LU 1011
Daniel Francis Heyduk.....	LU 252	Lewis James Liggins, III	LU 79	Cameron David Neff.....	LU 6
Darnell Lee Hudson	LU 1144	Kenneth Ray Lightfoot, Sr.....	LU 756	Gabino Balandran Negrete	LU 1237
Keith Elton Huffman.....	LU 963	Hector Livas.....	LU 130	Salvius Nestor	LU 481
Phillip Francis Hughes	LU 581	Guillermo Londono.....	LU 1010	Joseph Onukwufor Njoku-Obi, Jr..	LU 1176
Filemon Huizar	LU 1136	Raymundo Lopez	LU 1036	Joseph Raymond Nonn.....	LU 471
Gary Hoach Huynh	LU 53	Tomas Lopez Lopez.....	LU 1036	James Karl Novotny.....	LU 707
Hugh David Irons	LU 567	David Lee Lucas	LU 930	Aldo Olortegui	LU 73
Joseph Edward Itri.....	LU 1044	Victor Medeiros Macedo.....	LU 691	Gregory Martin Ometer	LU 181
Gary Richard Jeansonne.....	LU 130	Chester Malesky, Jr.....	LU 2006	Paul John O'neill	LU 61
Duane Lee Jenkins	LU 288	Herman Mares, Jr.	LU 294	Ronald Kay Orndorff	LU 558
Alfred Glen Johnson	LU 1778	Guy Frederick Martin, Jr.....	LU 368	Michael John Owens, Sr.....	LU 195
Derrick Maurice Johnson	LU 159	Jorge Ignacio Martinez	LU 47	Troy Sherod Owens.....	LU 1087
James Edward Johnson	LU 1144	Kevin Michael Martins	LU 391	Refik Ozkan	LU 201
Larry Albert Johnson.....	LU 636	Robert John Maugeri.....	LU 2011	Luis Ricardo Palacios	LU 18
Philip Joswick, II.....	LU 1955	Gerald Herman Mccracken.....	LU 357	Patrick Allen Palmer	LU 806
Kenneth Walter Jurkiewicz	LU 2011	Michael Joseph Mcgee	LU 252	Randy Walter Palmer.....	LU 1036
David Ray Kaeding	LU 159	Francis Gerard Mclaughlin.....	LU 2011	Leonidas Papatheodorou.....	LU 707
Robert Russel Karin.....	LU 52	Andre Mcmillan.....	LU 57	Maeann G Papke.....	LU 2011
Mike Wayne Keck.....	LU 32	David Louis Meade	LU 7	John Mark Parisi	LU 1047
Preston Wade Keen, Jr.	LU 52	Robert John Meador.....	LU 368	Douglas Parra.....	LU 1047
Steven Joseph Kelley.....	LU 1275	Jaime Escobar Medina.....	LU 848	Nikolaos Patrikis.....	LU 20
Gary Duane Kinne.....	LU 1087	Dionisio S Medrano	LU 767	Brian Paul Pellechia.....	LU 1955
Dean Scott Kliewer.....	LU 880	John James Melchiorre.....	LU 1955	Donald Shawn Peltz	LU 437
Stephen Adolph Kotz.....	LU 1047	Castor Mendez	LU 1047	Joe Carlos Pena.....	LU 1122
Michael John Lafferty	LU 1952	James Henry Metcalf.....	LU 880	Daniel Javier Perez	LU 130
Tai Lam.....	LU 1940	Donald Randy Mileto, Jr.	LU 707	Juan Antonio Perez.....	LU 1136
Gregory Wayne Landis	LU 639	Michael Eugene Miller	LU 1275	Sean Christian Phares	LU 2001
Richard Thomas Landry.....	LU 1333	Angelo Molino	LU 1456	Charles Sebastian Portera	LU 1087
David Alan Laughlan	LU 112	Jacob Manuel Montoya.....	LU 823	Jesus Portillo.....	LU 1036
Robert Francis Lee, Jr.	LU 890	George Edward Moore.....	LU 238	William John Rachan	LU 27
Sokol Lekic	LU 6	Jerry Wayne Moore.....	LU 1285	Frank Ramirez, III	LU 113

RECENT RETIREES

JULY 2, 2024 – OCTOBER 1, 2024

Name	LU #	Name	LU #
Glen Alan Rebollo	LU 159	Thomas William Steele.....	LU 368
Robert James Reilly, Jr.....	LU 8A-28A	Jeffrey Lee Stellmach.....	LU 61
Gregory Martin Renne	LU 1324	Fred Stone	LU 660
Lorenzo Reyes	LU 1136	David Paul Suda.....	LU 1399
Ramiro Reyes	LU 2011	Santo Susino	LU 24
Timothy John Riehl	LU 1087	Peter Jay Susnow, Jr.	LU 1621
Ronald Ray Roberts.....	LU 363	Terrance Patrick Sweeney	LU 61
Donald Ray Robertson, Jr.....	LU 130	Michael Todd Tasler	LU 246
Glen Robert Robinson, Sr.....	LU 2011	Valery Taube.....	LU 1176
August Dewane Rodemeyer.....	LU 1178	Timothy Neil Taylor	LU 159
Jerry Michael Romero	LU 120	Rodney Wayne Thompson.....	LU 147
Henry Roque.....	LU 365	Michael Edward Thurman	LU 2011
Corey Jay Ross	LU 751	Peter Joseph Torgus	LU 27
Robert William Rosse	LU 155	Gustavo Alberto Torres	LU 1047
Keith Richard Schaad	LU 365	James C Uriona.....	LU 79
James Robert Schaub	LU 252	Stephen Lewis Van Norman.....	LU 487
Kenneth Roger Schraeder.....	LU 469	William Jay Vargo	LU 807
Harry Kent Schroeder.....	LU 357	Daniel Vecchio.....	LU 1955
Charles Eugene Schulze	LU 209	Edward Joseph Victor.....	LU 357
Michael D Sellick	LU 806	Clinton Ray Walker	LU 159
Michael Loyal Sersig	LU 581	Gregory Alan Watkins	LU 43
William Charles Shankweiler.....	LU 2011	Clifford Wesley Watson	LU 123
Victoriano Obispo Sic.....	LU 20	Colton Lee Wells	LU 1165
Francisco Silva	LU 18	Orlean Eugene Westrope, Jr.....	LU 1244
Bryan Robert Singler.....	LU 85	Russell Harry Wetter.....	LU 660
Louis A Sipos, Jr.....	LU 252	Daniel Shawn Wilkesmore	LU 660
Mark Dean Sisam.....	LU 77	Ronald Gene Williams, Jr.....	LU 1778
Christopher Alan Skulina	LU 357	Albert Wimberly	LU 1756
Gregory Alan Smith	LU 300	Jack Melvin Workman	LU 88
Michael Patrick Smith	LU 252	Marcos Otoniel Zamora Romero..	LU 1010
Toby Scott Smith	LU 372		
Tom Soulounias.....	LU 806		
Damaris Lee Sowers.....	LU 1456		
Kenneth Robert Spinler	LU 386		

RETIREMENT

DISTRICT COUNCIL 6 | OHIO, INDIANA, KENTUCKY, PENNSYLVANIA

DISTRICT COUNCIL 6 RETIREES AT THEIR 2024 RETIREES GOLF TOURNAMENT



DISTRICT COUNCIL 57 | WESTERN PENNSYLVANIA

CHRIS GERONIMOS RETIREMENT

Congratulations to Chris Geronimos, a 40-year-member of District Council 57/Local Union 6, on his retirement. Brother Geronimos, a commercial painter by trade, has always been an active member of his union. He's held several positions, including LU 6 Service Representative, DC 57 Organizing Director, and DC 57 Business Manager/

Secretary-Treasurer (BM/ST) for five years. As BM/ST, he helped modernize operations, guided the District Council through the pandemic, and negotiated contracts that included record wages for many DC 57 Local Unions.

Congratulations on your retirement, Brother Geronimos!



L to R: General Vice President Paul Canning and Chris Geronimos.



L to R: DC 57 BM/ST Brian Herbinko with Chris Geronimos.

IN MEMORIAM

APRIL 1, 2024 - JUNE 30, 2024

Local	First	Last	Amount
3	Nicholas	O'Brien	\$3,000.00
3	George	Perry	\$3,000.00
6	Allison	Tyger	\$3,000.00
7	Milton	Russell	\$3,000.00
10	Sanford	Biskar	\$3,000.00
10	Bill	Clark	\$3,000.00
10	Kenneth	Niswander	\$3,000.00
12	Reynaldo	Gonzales	\$3,000.00
12	Franklin	Waddell	\$3,000.00
12	Benjamin	Williams	\$3,000.00
20	Konstantine	Perdikakis	\$3,000.00
24	Santo	Giardina	\$3,000.00
38	Harold	Russ	\$3,000.00
61	Bobby	Hanson	\$3,000.00
61	Michael	Hill	\$3,000.00
79	Lawrence	Stuart	\$3,000.00
90	James	McGrath	\$3,000.00
91	Gary	Starkey	\$3,000.00
106	Donald	Wallin	\$3,000.00
112	Jerome	Balisteri	\$3,000.00
115	Gilbert	Rothermich	\$3,000.00
115	Donald	Vollmer	\$3,000.00
123	Jason	Huff	\$3,000.00
123	Charles	Lakes	\$3,000.00
138	Karl	Baumann	\$3,000.00
138	Randy	Callbreath	\$3,000.00
138	Robert	Mayes	\$3,000.00
147	Thomas	Foley	\$3,000.00
147	Richard	Tamborski	\$3,000.00
156	Isaac	Feagley	\$3,000.00
156	Larry	Hickerson	\$3,000.00
156	Floyd	Pierce	\$3,000.00
159	Ray	Charlesworth	\$3,000.00
169	Manuel	Escovedo	\$3,000.00
169	Richard	Garcia	\$3,000.00
177	Joseph	Griffin	\$3,000.00
177	Archibald	Scobie	\$3,000.00
178	Frederick	Denmark Jr.	\$3,000.00
178	Michael	Gagneau	\$3,000.00
188	William	Dyer	\$3,000.00
193	James	Baxter	\$3,000.00
194	John	Campisi	\$3,000.00
246	Terry	Aller	\$3,000.00
249	David	Jenkins	\$3,000.00
249	Garry	Shively	\$3,000.00

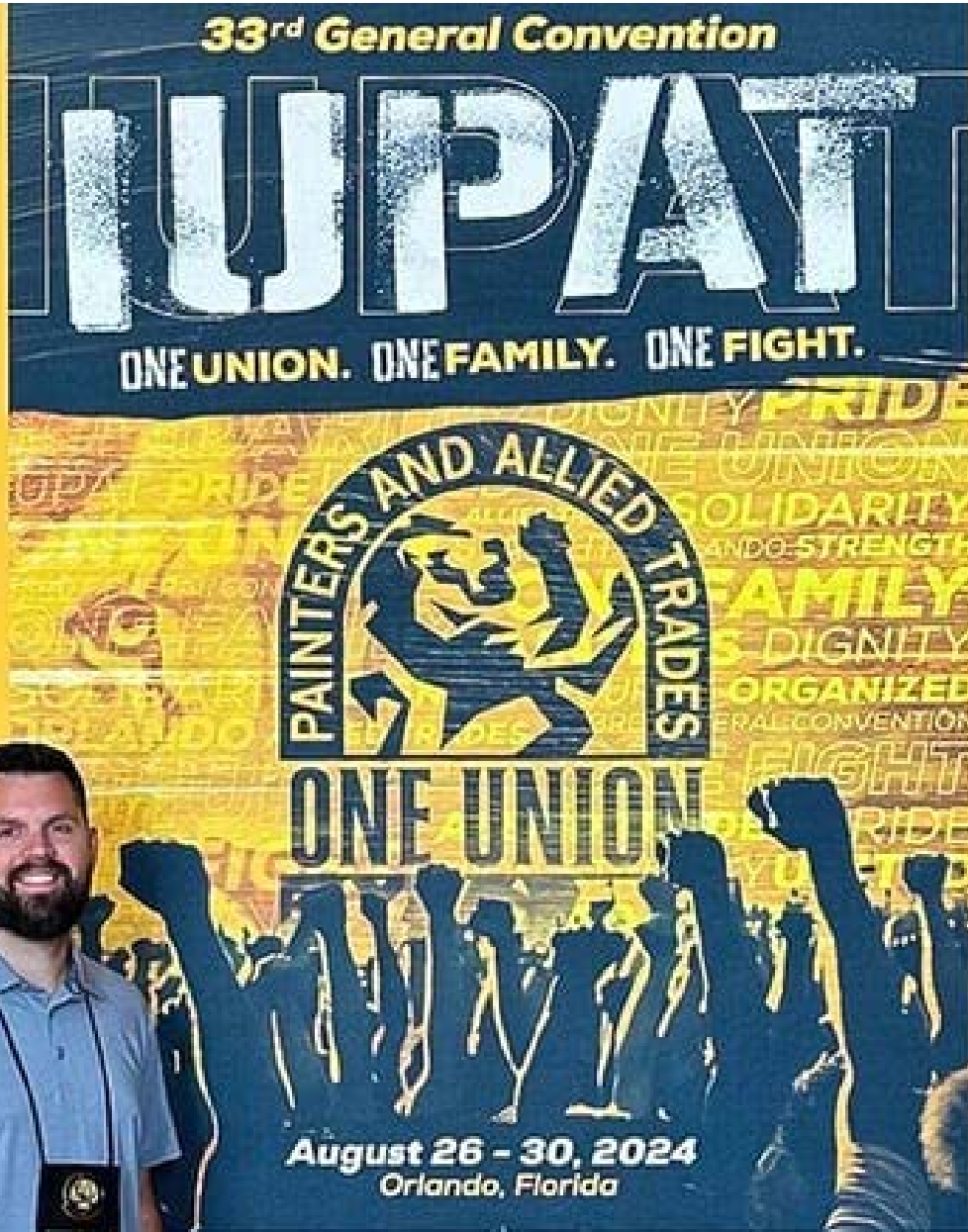
Local	First	Last	Amount
252	Robert	Ortman Jr.	\$3,000.00
252	Carl James	Sheldon	\$3,000.00
257	Nicholas	Venturo	\$3,000.00
273	Francisco	Garcia	\$3,000.00
277	Richard	Brandon	\$3,000.00
363	William	Sanford	\$3,000.00
386	Dean	Freeberg	\$3,000.00
386	Terry	Peterson	\$3,000.00
460	Robert	Myers	\$3,000.00
471	Wesley	Sufficool	\$3,000.00
476	Robert	Amendolea	\$3,000.00
476	Louis	Lyras	\$3,000.00
510	Michael	McCullough	\$3,000.00
510	Rodney	Schultz	\$3,000.00
514	Thomas	Bassett	\$3,000.00
558	Milford	Patterson	\$3,000.00
591	Gerald	Allor	\$3,000.00
607	Richard	Miller	\$3,000.00
636	Adolph	Gonzales	\$3,000.00
636	Mario	Ramirez	\$3,000.00
636	Jesse	Ramos	\$13,000.00
636	Daniel	Sanchez	\$3,000.00
639	Charles	Zaranec	\$3,000.00
694	Michael	Rostas	\$3,000.00
718	William	Elverfeld	\$3,000.00
718	Wayne	Morris	\$3,000.00
774	Bobby	Blair	\$3,000.00
802	Rex	Kenitz	\$3,000.00
802	Johnny	Walls	\$3,000.00
820	Linda	Noble	\$3,000.00
823	George	Lujan	\$3,000.00
863	Carlos	Loredo	\$3,000.00
930	Emil	Kovacs	\$3,000.00
1036	Tony	Arevalos	\$3,000.00
1036	James	Campau	\$3,000.00
1036	Efrain	Navarijo	\$3,000.00
1044	John	Ford	\$3,000.00
1094	Richard	Hill	\$3,000.00
1094	Malia	Peredo	\$3,000.00
1122	John	Jakan	\$3,000.00
1138	Jean	Poulin	\$3,000.00
1144	James	Berry III	\$3,000.00
1144	Kolten	Thompson	\$3,000.00
1169	Joesph	Paratto	\$3,000.00
1178	John	Huys	\$3,000.00

IN MEMORIAM

APRIL 1, 2024 - JUNE 30, 2024

Local	First	Last	Amount
1185	Jeffrey	Matteson	\$3,000.00
1199	James	Steinhauser Jr.	\$3,000.00
1236	William	Ashworth	\$3,000.00
1247	Jose	Lomeli Franco	\$3,000.00
1280	William	LeColst	\$3,000.00
1324	Robert	Kedik Jr.	\$3,000.00
1331	John	Lorenz Jr.	\$3,000.00
1399	Andrew	Serrano	\$3,000.00
1439	Darren	Lowe	\$3,000.00
1486	Janis	Sabaks	\$3,000.00
1671	Hermano	Melo	\$3,000.00
1778	Garland	Fryday	\$3,000.00
1778	David	Romero	\$3,000.00
1791	Remondo	Ganade	\$3,000.00
1795	Daniel	Musafiri	\$3,000.00
1795	John	Papez	\$3,000.00
1795	Ronald	Troyan	\$3,000.00
1805	Thomas	Gilliam	\$3,000.00
1819	Clifford	Harding	\$3,000.00
1819	John	McDonnell	\$3,000.00
1819	Joseph	Nesbitt	\$3,000.00
1889	Hinano	Gascon	\$3,000.00
1891	Ryan	Daniiko	\$3,000.00
1891	Victor	Paulo	\$3,000.00
1891	Manuel	Teles Da Cruz	\$3,000.00
1955	John	Rosenberry Jr.	\$3,000.00
2011	Francis	Halsted	\$3,000.00
2011	Joseph	Sweeny	\$3,000.00
2012	Leonard	Adair	\$3,000.00
2012	George	Thornton Jr.	\$3,000.00
2014	Gleneth	Richardson	\$3,000.00
2018	Gregory	Belltiere	\$3,000.00
2341	Mark	Harrison Jr.	\$3,000.00
8A-28A	John	Meinke	\$3,000.00

Congratulations to Brother Brad Angell, whose design was chosen as the official poster for the IUPAT's 33rd General Convention!



BRAD ANGELL

**DISTRICT COUNCIL 81
LOCAL UNION 246**

WATERLOO, IOWA

FOLLOW THE
CONVERSATION:



@GoIUPAT