

NEWSLETTER

Brothers and Sisters of Local 354,

The past six months have been extremely difficult time for the country. The Covid pandemic has brought on a new normal on how to live, work, entertain, relax and function as a society. If that is not bad enough, then you throw in the social unrest we have seen not only in other states but even here in our backyard, the wildfires in California and the hurricanes in the southeast part of the nation. It's hard to believe that all this chaos could be happening all at the same time! In reference to Covid we have come a long way since the stay at home order that was issued back in late March, waivers were procured by owners and contractors to put essential workers back to work on projects that were ongoing throughout our jurisdiction. Meetings were accomplished by Zoom or other alternative means. We are slowly starting to see meetings held in person if there are small groups and if social distancing is maintained. Restaurants and eateries have slowly opened for seating along with take out. Although some sense of normalcy is growing, many more steps must be taken before we can get back to where we were pre-covid. As for the social unrest, I am at a loss what has taken place over the last few months, something has got to give, instead of pointing fingers and blaming others on how everyone is unjustly treated how about obeying the laws, live by the Golden Rule and just be KIND to one another!!! Not everyone is going to agree on each issue but we have to respect one another's thoughts and beliefs, just because we might not think the same does not mean that we cannot respectfully disagree without name calling, protesting, and rioting. No one can tell us what the next few months will bring, but I am confident we will persevere and in the not so distant future this pandemic will be behind us and we will be encouraged to prove to all that we as Americans, will lead the charge to get back to where we were before the start of all of this. I for one will always remember 2020 and hope that we do not encounter another year like this one.

LOCAL NEWS:

I want to commend the Contractors and the members for their actions taken that has kept the virus at bay, although there were a few scares as a whole I consider us very fortunate that we haven't seen any serious health issues related to Covid. Everyone's involvement with social distancing, cleaning break areas, and wearing masks seems to have kept the virus under control, this is not an easy task with some of the projects employing many building trades' members, but I must give an "A" to all involved in the safety process.

The local has not been able to hold a monthly meeting since March due to Ligonier Town Hall not being able to open to the public. The October meeting has been canceled and currently we are being told that they might not reopen for the rest of the year, I want to thank the Executive

Board for handling the matters that need to be addressed. It is my hope that soon we will be able to meet as a group.

The Local had the challenge of figuring a way that the membership could ratify the CBA that was set to expire May 31. Without having the ability to meet as a group to discuss and ratify the Local Union officers met and decided to send out detailed information to the membership which showed and explained the verbiage changes, the economic package and payroll deductions. It was at this meeting the officers decided to put \$0.25 into the 354 Pension for the year and then as soon as the body could meet the members would decide if additional money would be put into the pension the 3 additional years. The membership voted on May 9th. We utilized the training center in Ebensburg and Youngwood to limit large gatherings at one location. Voting was completed with the vote totals 154 in favor and 12 against.

With the CBA ratified it was our hope that we would be allowed to meet within the months of June or July to get the members input on additional money into the pension and then get the CBA to the printers. By the end of July we could see that we would not be able to meet in the very near future, again the officers met and discussed options on how to get the members input on additional money into pension, the officers wanted the members opinion on an additional \$0.05 into the new line item as a payroll deduction called the Building Fund. It was decided to send the membership a mail in ballot with three options that described taking money out of wage and putting it in the 354 Pension along with a yes or no vote with the extra \$.05 into the Building Fund. This type of election is definitely not the norm but given the circumstances, we felt that this was the most proficient way of giving the members a voice and vote. Ballots were due back into the office by August 14. The Election Committee met on the August 17 to count the votes. The votes were as follows:

Option 1 – 194

Option 2 – 27

Option 3 – 44

Building Fund – 81 Yes --- 72 No

There seems to be some negative feedback concerning the Building Fund that has been implemented in the current contract. I would like to clear up some false remarks that have come to my attention. As stated in the letter that was sent to the membership concerning the language changes, wages and fringes that were voted on and approved, I described that Local 354 has diligently been working on growing the membership by way of service technicians. In order to achieve this goal the JATC Committee approved the time and expense to investigate building new training centers both at Youngwood and Ebensburg. We are currently working with an Engineer and Architect to get an estimate of the cost of these buildings. These new training centers will be utilized primarily for training in the service sector but training for building trades journeyman and apprentices will also utilize the buildings. The Building Fund will be used to help offset the cost of these buildings but will also be used to repair and maintain the existing buildings as well. If any member has been to either training facility, I think you will agree that the buildings are past due of much needed improvements.

I want to thank the membership for your understanding of achieving the goals of the local as it pertains to the CBA, again these are unprecedented times and without your cooperation we wouldn't be where we are today. The CBA is currently at the printer and I am hopeful they will be able to print in the very near future.

The current work situation in the local is not as bad as I thought it would be back in April. At the March Union meeting I announced that the work situation looked very promising, with the Hilltop project still manning up at the time, Elliot Company was getting ready to start a sizable project in Jeannette, a new Casino was just getting started at the Westmoreland Mall, Masontown was planning to switch over from coal to gas, two large DGS projects were months away from coming out to bid and there much anticipated talks of another Cracker within the jurisdiction. Then Covid hit, fortunately Hilltop and then the Casino were able to get waivers to get the members back on the sites, Elliot was delayed but has since started and has about 15 members on site and the IUP project which was one of the DGS projects did go out to bid and fortunately a union contractor was the low bidder on the plumbing but the HVAC contract went to an open shop contractor. The other DGS project was a State run DNA lab near the old Westmoreland prison which was scrapped for now along with the Masontown project, and to date we have not heard anymore about the Cracker. With the Pandemic and an election just a month away projects coming out to be bid are at a standstill, I am hopeful that by the beginning of the year things will settle down and some if not all of these projects will be bought back to life. Currently the only project that we are waiting to start that is somewhat sizable is the Prison in Houtzdale, GM McCrossin has the contract and we are waiting patiently for the manpower calls to start. Brothers and Sisters the winter months does not look encouraging for employment opportunities, it would be my suggestion to take any and all calls you get to for work.

HEALTH & WELFARE:

The trustees have been extremely busy dealing with the issues from the virus, many zoom meetings and conference calls have held to try to stay ahead of it all to help protect the membership. Some of the items that have been addressed are as follows:

- Suspension of the Wellness Program for the year 2020 – We realize that during the Pandemic many doctors were asking patients not to go to their offices unless it was a true emergency. The trustees made the decision to waive the physical exam for the 2021 plan year. Our first commitment is the safety and well-being of the members.
- Government Legislation made an exception for members to allow them a distribution from their Pension Plans to help offset lost wages due to the Pandemic, the trustees implemented the Corona Virus option and between April 20th and June 30th members could receive a onetime distribution of \$5,000.00 to help their financial situation.
- Gave members that needed to an extra quarter of coverage.

In the last newsletter I explained that the Trustees have implemented a plan to reward members that work and forfeit overages due to the max bank hours to get a percentage of these lost hours into their HRA account. I am pleased to announce that the fund did well enough in 2019 to implement. At first, we looked at giving the overages only to members over 40 but after much discussion, it was decided to help all members that lost hours due to being maxed out. Any member under the age of 40 that is eligible will receive 5% of the overage into his HRA account, members 40-49 will receive 10% and members 50 and older will receive 15%. The question was asked why we are penalizing the younger members. We are not! Members under 40 have 20-30 years to work and contribute to their HRA account whereas the members that are over 50 only have 12 years or so to add to their HRA account. Everyone must remember that this added benefit will only be given if the fund has enough man-hours to keep the fund from losing money, this will be looked at each year.

A more formal and detailed description of these actions taken will be included in this newsletter.

In addition I would like to notify the members that starting in January 2021, Nicki Sayles from Beacon Administrators will be working at the Youngwood Union Hall the 3rd Wednesday of every month from 9AM -4:30PM. Many members have questions concerning retirement, pension and health care and sometimes they prefer to speak with someone in person. Appointments will need to be made with Nicki by calling 412-481-1641.

POLITICS:

I would hope by now that all the members realize this is an election year, not only for the President but also many local offices are up for grabs. The UA has come out early in support of Joe Biden, for those of you who do not take the time to read your mail I am enclosing a letter from General President Mark McManus as to why the UA has made this endorsement. I am sure many of you have your mind made up as to who you going to vote for, again just as I stated in my opening comments we are not all going to agree with decisions and choices that we make, many people have different opinions, some may want to abolish abortion, some want a wall built, some want gun control while others don't. While these issues are important to some, they are less important to others and that is good for debates but again we must respect what other people think and do. My hope that whoever wins this important Election will do what is right for every working man and woman in the USA. I think we can all agree that we need manufacturing, family sustaining jobs, affordable healthcare, pension, Medicare and Social Security protection, eliminate the threat of Right to Work Laws, these are some of the issues that affect all Building Trades members in one way or another. I will not try to change anyone's minds on who to vote for but will encourage each and every one to exercise your right to Vote on November 3rd.

Waiver of Annual Wellness Requirement

We have heard from many of you regarding concerns and difficulties that you are having scheduling in-person wellness visits with your providers. To address these issues, the Board of Trustees has opted to waive the wellness requirement for the 2021 plan year. This means that you are NOT required to visit your provider for an Annual Physical and lab testing by December 15, 2020. For 2021, the Wellness Incentive will automatically be applied to the quarterly contribution rates for all plan participants.

Although the Wellness Requirement has been waived, we still encourage you to visit your provider for the recommended preventive services as soon as is feasible, as these are important tools in maintaining and monitoring good health. The Fund Office will be mailing the Highmark 2020 Preventive Schedule out to the membership for your reference.

Coronavirus Related Distribution

In response to the Coronavirus pandemic, the Pension Plan had implemented a Coronavirus Distribution option. Beginning April 20, 2020 through June 30, 2020 the plan participant was permitted to receive a onetime distribution of no more than \$5,000 from their Profit Sharing Account. Recent legislation added special tax provisions that apply to this distribution. The details are not clear, and IRS guidance will be necessary. The participant (and not the Pension Plan) is responsible for determining the taxation of this distribution.

HRA Credit Based on 2019 Contributions

We have some great news to share! Based on a review of the 2019 plan year, the Trustees are pleased to announce that for those who have forfeited credit bank hours due to reaching the allowable maximum, a portion of the financial value of the forfeited hours will be deposited in the impacted participant's HRA account. The portion of the value of the forfeited hours considered will be based on the participant's age as of January 1, 2019 and is as follows:

< Age 40: 5%
Age 40 to Age 49: 10%
Age 50+: 15%

For example, a participant that has a value of hours forfeited in 2019 of \$5,000, will receive the following credited to their HRA account to use to supplement current or future benefit costs:

Age as of 1/1/2019	% of Forfeiture Credited to HRA	\$ Amount Credited to HRA
<40	5%	\$250
Age 40 to Age 49	10%	\$500
Age 50+	15%	\$750

If you qualify for the HRA credit, you will be notified by letter from the Fund Office.

The amount, as well as eligibility, is determined based on the health of the Fund, as well as future projections of work hours and benefit costs. It should be noted this program is for when things run well with the Fund and is not guaranteed, and is completely at the discretion of the Trustees.

Onsite Fund Office Representative

We are happy to announce that Nicki Sayles from the Fund Office (Beacon Administrator's & Consultant's, Inc.) will be working from the Union Hall in Youngwood, PA every 3rd Wednesday of the month beginning January 2021. If you would like to meet with Nicki in person to discuss any benefit related topics, please call the Fund Office at 412-481-1641 to set up an appointment.

Special 2020 Provisions In Response to the COVID-19 Pandemic and the Coronavirus Acts

The Board of Trustees of the Health & Welfare Fund understand that the current COVID-19 crisis has created unanticipated hardships for many of the Welfare Fund's participants. The Trustees realize that many of the participants have been unable to work because their employers are unable to complete their ongoing construction projects due to the Governor's order closing non-essential businesses. Due to the crisis, the Board of Trustees desires to revise the SPD to provide temporary group health plan assistance in response to the COVID-19 crisis and to meet the requirements of the Families First Coronavirus Response Act and the Coronavirus Aid, Relief, and Economic Security Act (collectively, the "Coronavirus Acts"). The SPD will be revised as follows:

1. If you are eligible for Fund benefits for the entire April, May, June 2020 Benefit Quarter and you qualify as an Active Participant, you will be eligible for Fund benefits for the July, August, September 2020 Benefit Quarter without regard to your actual hours of work during the February, March, April 2020 Qualifying Quarter. The Fund will automatically credit your Health Care Credit Bank with the necessary credits to continue coverage for the July, August, September 2020 Benefit Quarter.
2. Effective March 18, 2020, the Fund will cover the cost of any FDA approved test, FDA emergency use authorized test, State authorized tests that are reported to the Department of Health and Human Services (HHS), and other HHS approved tests.
3. Effective March 18, 2020, any applicable cost sharing will be waived for items or services furnished for:
 - a. office (in person or virtual), urgent care, and emergency room visits that result in an order for, or the administration of, an FDA approved or authorized COVID-19 test shall be waived (but only to the extent such items or services relate to the furnishing or administration of the test or the evaluation of whether the individual needs the test);
 - b. "qualifying coronavirus preventative service", which means an item, service, or immunization that is intended to prevent or mitigate coronavirus disease and that is: "A" or "B" rated by the United States Preventative Services Task Force; or, an immunization recommended by the Centers for Disease Control with respect to the individual involved.



Founded 1889

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

Three Park Place • Annapolis, Maryland 21401
(410) 269-2000 • Fax (410) 267-0262 • <http://www.ua.org>

Mark McManus
General President

Patrick H. Kellett
General Secretary-Treasurer

Michael A. Pleasant
Assistant General President

General Office File Reference: GP

TO: Vice Presidents, International and Special Representatives, and Business Managers
FROM: General President Mark McManus and the UA Political Engagement Committee
DATE: August 17, 2020
SUBJECT: United Association Makes Endorsement in 2020 Presidential Campaign

OUR DECISION

With under three months until the General Election on November 3, the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA) has concluded its endorsement review process. Our Political Engagement Committee (PEC) met frequently over the last few months to discuss and consider the merits of both presidential candidates, and whether either has earned the support of the Brothers and Sisters of the United Association. The PEC also weighed remaining neutral in this election. ***After extensive discussion and consideration, the UA PEC and General Officers have made the decision to endorse Vice President Joe Biden for President in 2020.***

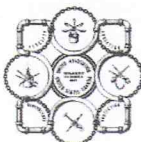
The UA Political Engagement Committee was formed to directly involve a wide variety of UA members in the political process, including our endorsement decisions for candidates across the country. The PEC is made up of Business Managers, Business Agents, Journeymen and Journeywomen, and Apprentices from all across the country. They have met frequently over the last two years and began discussions for a possible presidential endorsement earlier this year.

OUR PROCESS

Over the summer, the UA PEC met virtually to discuss its criteria for any potential endorsement in the presidential race. It was not guaranteed that an endorsement would be made. General President McManus and the UA PEC established four main policy areas to evaluate the candidates on the most important issues facing UA families: union rights, infrastructure, energy, and retirement security and benefits. A candidate did not necessarily need to score perfectly in each category to earn our endorsement; instead, a side-by-side comparison (attached) was done to establish a fuller picture of each candidate's track record and priorities moving forward.

ON UNION RIGHTS

When it comes to protecting the fundamental abilities of unions to organize and fight for fair wages and benefits, the contrast could not be starker. Vice President Biden has committed to signing the Protecting the Right to Organize Act (PRO Act), which would make it easier for the UA and other unions to organize new contractors, strengthen the rights of workers, and enhance the National Labor





Relations Board's power to punish employers who violate labor laws. Biden will also impose a national ban on state so-called Right-to-Work laws, which weaken our ability to fight for fair wages and benefits. President Trump has refused to sign the PRO Act and is in favor of Right-to-Work laws. Both of those positions would do irreparable harm to UA families.

President Trump's Labor Department has led the fight against union apprenticeships by instituting Industry-Recognized Apprenticeship Programs, or IRAPs. These programs essentially allow employers to skirt our high standards for apprenticeships – meaning they can hire non-union labor on the cheap. Vice President Biden will defend registered union apprenticeships from IRAPs, helping us maintain our status as the gold standard of the construction industry.

On union rights, the choice is clear. If elected President, Vice President Biden will protect our ability to organize and win more work with fair wages and benefits. Perhaps more importantly: Vice President Biden would appoint pro-labor judges to the federal bench to defend against anti-labor attacks, as well as appointing as pro-worker Secretary of Labor.

ON INFRASTRUCTURE

The bottom line on infrastructure is simple: do the candidates keep their promises? President Trump promised a trillion-dollar infrastructure package that would put UA members to work. Almost four years later and he has never brought that plan up for a vote. In fact, his only proposal has been to cut federal funding for roads and bridges while also privatizing construction projects. That's unacceptable.

Vice President Biden is proposing a \$1.3 trillion infrastructure plan that will, among other things, double federal investments in clean drinking water and water infrastructure – especially in communities at high risk of lead or other contamination. Vice President Biden has a history of delivering on his promises on infrastructure, too. In 2009, he led the execution of the American Recovery and Reinvestment Act that saved our country from the brink of depression. Vice President Biden's infrastructure plans will ensure that prevailing wage and project labor agreements (PLAs) are used on all projects and strictly enforced.

Vice President Biden will not only ensure robust investment in infrastructure, but he will deliver where the Trump Administration has failed UA families.

ON ENERGY

Any Administration's policies on energy must take an all-of-the-above approach; that's the only way to achieve our carbon emission goals while still producing affordable and efficient energy and keeping UA members employed. Truth be told, the Trump Administration has done some good things for us. However, while President Trump has relaxed some regulatory standards and allowed pipeline projects to proceed, his Administration has been haphazard in their approach. As a result, it has actually resulted in more litigation and lengthy delays that mean instability for our members.

Vice President Biden has committed to securing federal investments in nuclear energy and an all-of-the-above energy approach, even in the face of staunch opposition from environmental activists. Biden also supports Concentrated Solar Power (CSP) and hydropower and has committed to making strong investments in those technologies. In addition, a Biden Administration will work with us on common sense reforms to the permitting and regulatory processes that govern energy projects and avoid



frivolous lawsuits that keep our members from working. Under a Biden Administration, potential problems would be addressed early on so that projects would not be needlessly held up or forced to become economically unfeasible.

And let's set the record straight here, no matter what you might have heard: Vice President Biden has publicly declared there will not be a ban on fracking.

The reality here is that both candidates are not perfect on energy, but Vice President Biden has shown a genuine pledge to ensuring new investments in nuclear and a modernization of the permitting and regulatory processes that have held up our projects for years – which is enough to earn our support on energy.

ON RETIREMENT SECURITY AND BENEFITS

It's no secret that many union pension plans are in danger of insolvency. Sadly, the Trump Administration has done nothing to fix multiemployer plans and protect the hard-earned retirement of UA members. Instead of addressing this looming crisis, the Trump Administration chose to put other retirement assets at risk by undoing a Labor Department rule implemented during the Obama-Biden Administration that protected the retirement investments of union members by requiring financial advisers to put their clients' interests ahead of their own. President Trump effectively let Wall Street benefit on the backs of working families.

Vice President Biden has also committed to forming a working group with labor leaders to address such issues as the current health of multiemployer pension plans. We need an immediate fix, and under a Biden Administration we will take concrete steps towards protecting our retirement security.

A STEADY HAND

We're at a critical point in our nation's history: from defeating COVID-19, to rebuilding our economy and infrastructure, the next President will not have an easy job. With Vice President Biden, we know we'll have a steady hand in the Oval Office to help us come out of this pandemic stronger than before.

When Joe Biden was a young Senator, he didn't just stand with the UA in Washington – he stood with us on the line. Biden joined striking members on the jobsite in Delaware and helped stop management from breaking up the project, even when they called in the State Troopers. Compare that with President Trump, who actively fights against unions on his own projects and even refuses to pay contractors for work they already completed. We know who's really on our side.

Let's be real: Joe Biden is not a perfect candidate. Nobody will be with us on every single issue. But Biden will protect our ability to fight for fair wages and benefits, all while helping us win more work. He'll help us streamline and modernize permitting processes and invest in energy like nuclear, and he'll make sure our long-overdue pension relief gets done. He'll protect organized labor at its core and our ability to negotiate fair contracts with prevailing wage. We know we'll have an ally not only in the White House, but on FERC and PHMSA, too.

If we don't step up to lead, the UA is going to get left behind. We can't let that happen. That's why the UA PEC undertook this extensive process to evaluate the candidates on the issues that matter to us – and that's why we're outlining, for you, the candidates' stances and what led to our decision to endorse Vice President Joe Biden for President.

Local 354 has endorsed the following local offices:

Todd Rowley – US Congress – 13th District

Margie Brown – State Senate – 25th District

Shaun Dougherty – State Senate- 35th District

Kim Ward – State Senate – 39th District

Jim Brewster – State Senate – 41st District

Joe Petrarca – Sate Senate – 55th District

Eric Devanso – State Representative – 58th District

Frank Burns – State Senate – 72nd District

Jason Runk – State Senate – 79th District

Jim Gregory – State Senate – 80th District

Ian Kidd – State Senate – 81st District



**The United Association sent
Biden/Harris Signs
for anyone interested. They are
available at the Ebensburg and
Youngwood offices.**

Western Region

Alcon Mechanical: -3-Members – Working at Arconic.

East West Manufacturing: -1 –Member- at California University.

Fazio Mech: -6-Members – Employed throughout Local 354.

Hranec: -2 – Members- in shop.

John Hall: -4- Members- Working service.

Guy Mechanical: -2- Members – at Sloan Elementary School.

Keystone Fabrication: -9- Members- employed at shop.

Kiewit: -65- Members- at the Hilltop Energy Center.

Limbach: -13- Members – On various projects within the Local including St. Vincent.

Lugaila Inc.: -3- Members- Penn Med Grow Facility. Franklin Regional School.

McCarls: -4- Members – Employed at this time.

McKamish: -14- Members working at Elliott.

McRandle: -1- Member working at the Connellsville High Rise.

Mechanical Contractors: -5- Members- on a projects in the local and jobs outside the local in (West Virginia 152.)

Sentry Mechanical: – 4- Members – Working at Westmoreland Hospital.

SSM: -8- Members – Several projects and the new casino.

W. G. Tomko: -30– Members – 23 working Building Trades and 7 working Metal Trades.

Whitby: -5- Members- Employed at this time at various jobs.

There are 16 members working out of town and 15 Journeymen and 5 Apprentice currently laid off.

Business Agent
Steven Fearer



Eastern Region

Miller & Son: - 3 - Members – A few maintenance projects in the area.

Triple H Mech.: -5 - Members – Working at SGL Carbon, GKN Sinter Metals, Mersen Carbon, Air Gas in Ridgeway and Mathison in St. Mary's, Brockway Glass and Graftech in St. Mary's.

K & K Plumbing: - 8- Members –Williamsburg Water Treatment, Carpenters Union Hall, Johnstown Senior Center and the living learning center at UPJ.

Baer Mechanical: -18- Members –Working at North American Hoganas on various projects, renovations at Dale Oxygen, Penn Highlands East, Stone Bridge Brewery, Misc. jobs at Conemaugh Hospital and Johnstown Housing Authority.

S.P. McCarls: -6- Members – Work in the Fab Shop, VA Hospital and a few projects out of town.

Darr: -2 - Members – Somerset Hospital, Bedford Municipal Building and Jackson Township Sewer Authority.

OSMI Mech: -5- Members – Penn Highlands in Dubois, Penn Highlands Elk, Penn Highlands Brookville, and a few small projects in the local.

W. M. Yoder: -3- Members – At Appvion Papers in Roaring Springs.

Kiewit Power: -38- Members – At Hilltop Energy.

Somerset Steel: -2- Members –various projects around local.

Plant Service Group: -9- Members- At Conemaugh Station.

Scalise: -1- Member – at UPJ Living and Learning Facility.

Renick Brothers: -2- Members- at Wasson Elementary School in Dubois.

Fred Burns: -4- Members- at Wasson Elementary School in Dubois.

Currently, there are 43 Journeyman off, 30 out of town and 9 apprentices unemployed.

Having a hard time filling jobs at some of the plants, when we do not man our work and cannot get man power from out of town the contractor can call anyone they want most of these contractors are run by Boiler Makers so that is who is doing our work when our members do not fill the call. They are losing their craft so they are glad to jump on ours. To the members that have been going out to fill these calls THANK YOU!!

Business Agent
Bill Cononie



Organizing Report

Since the last Newsletter Local 354 has brought the following members in to the local through organizing.

Building Trades Journeymen

Cameron Sheeder, 2nd Year Appr.

Metal Trades Journeymen

Chance Calcek, MTJ Class I
Chris Cramer, MTJ Class I

Spec. Housing Apprentice

Ryan Caton, 3rd Year Appr.

MES Service Program

John Baker, MES Serviceman

Welcome all to Local Union 354!

Since the last newsletter, we have continued to work on our organizing efforts in the Service Industry. The service market has not been affected that much by Covid-19. Therefore, it is a good time to work on increasing the market share. As you can see above, we have signed our 1st MES Serviceman. This classification is under the Division Trades of the UA. We believe that this is a huge step moving forward in gaining market share in service. If you happen to know a skilled HVAC Service Tech. in the non-union sector, and you think that they would be willing to speak with me, please let me know. I would be more than happy to explain to them what we have to offer.

I hope you and your family stay safe and healthy!

Sincerely,

Don Arena

Welcome to our New Apprentice Class as of September 1, 2020

West Region

Isaiah A. Druga
Brandon M. Guerrieri
Julie A. Knepper
Nathaniel E. Neiderhiser
Ethan J. Nicastro
Caleb W. Olesko
Chayce P. Zoppetti

East Region

Luke J. Hribar
Seth A. Hull
Corey D. Johnston
Mathew D. Senft

**Congratulations and Good Luck in the future with
Plumbers & Pipefitter Local 354**

Recently Retired

James Mitchell, III

William Tunney



Deceased Members

Floyd C. Alvares

Robert H. Dell

Blaine L. Haney

Shawn E. Jusko

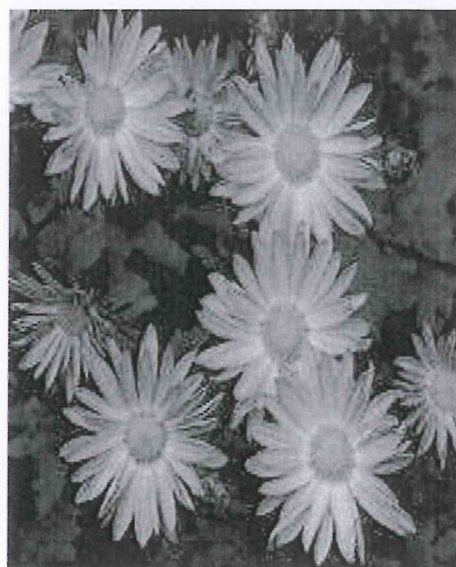
Donald D. Pepper

John Poligone

Ronald B. Sinosky

James E. Vasbinder

Barry Yoder



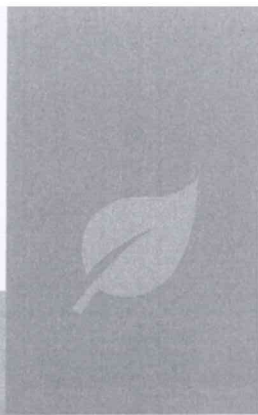


2020 Scholarship Awards

Tessa Showalter, daughter of Local 354 member Glen E. Showalter was the recipient of the United Association Scholarship and Matthias Hirst was awarded the Pauline Kriston Scholarship through the UALU 354 Federal Credit Union.

Members Profile

<u>Classification</u>	<u>Total</u>	<u>EAST</u>	<u>WEST</u>
Bldg. Trades Journeyman	411	233	178
Bldg. Trades Apprentice	82	32	50
Probationary Apprentice	11	4	07
Spec. Hsg./Div. Housing	25	18	07
Contr./Superv. Members	03	00	03
Metal Trades	14	00	14
Retiree (MT, BT Disability)	226	123	103
Life Members	116		
<u>Total Membership</u>	<u>888</u>	<u>410</u>	<u>362</u>



Life Solutions MAP

Your Member Assistance Program



Sometimes, life gets messy

That's when you need Life Solutions MAP, a no-cost, confidential member assistance program for you and members of your household.

Our trained professionals will help you find resources to:

- Balance your work and home life.
- Deal with family and relationship concerns.
- Cope more successfully with anxiety, depression, or drug/alcohol issues.
- Make healthy lifestyle changes that last.

Life Solutions services include:

- Coaching and counseling: confidential sessions—in person, by telephone or via video counseling.
- Help with daily living issues.
- Access to Beating the Blues US™, an online program to help manage stress and anxiety.
- 24/7 phone support if you need immediate help.

• Access to our Work-Life portal,* featuring:

- ✓ Skill builder courses and monthly webinars.
- ✓ Downloadable legal forms, such as wills and powers of attorney.
- ✓ Financial calculators to help you create a budget.
- ✓ A savings center with discounts on name brands.
- ✓ Resilience Journey—a resource to help you bounce back.

**Company code required for access.*

It's time for a little more peace of mind.

Life Solutions MAP services are at no cost to you.

You can receive up to 6 sessions per issue.

Call 1-855-209-8762 today, or visit www.lifesolutionsforyou.com and log in with your company code LU354.