

# Newsletter

Brothers and Sisters,

As all of you know a few weeks into 2020 the U.S. started to experience the effects of Covid 19 or better known as the Coronavirus. During these early stages many optimists, myself included were thinking it is pretty much like the flu and within a few weeks, the doctors will find a remedy, and all would be fine. We now find ourselves in April and although the virus seems to be slowing down, we really do not have a clear picture as to when things will get back to normal and even when we get the all clear sign what will the normal be? Has this Pandemic activated a reset button that will change the way we work and live for years to come? Will the Construction Industry along with many other industries bounce back fast or will it take a few months to recover? Many questions will arise from this situation and many will not be able to be answered easily or quickly.

Currently all industries are experiencing issues that there is no rule book for, but we still need to remain confident and do what is best for ourselves and our families. For some that means going to work if work is available and for some that means sitting back and waiting for the time when we feel safe. There is no right or wrong answer here, each member needs to assess what is best for his or her situation. Fortunately, most if not all contractors realize that everyone's situation is different and are compassionate to the member's decisions, and have been considerate to their needs.

When Pennsylvania first came out with non-essential businesses to close for two weeks to help flatten the curve it affected a majority of Local 354 projects and contractors, those two weeks quickly turned into a month along with a Stay at Home order and at the time of this writing we don't know if it will be extended yet another few weeks or months. During this Stay at Home order, the government implemented a program for contractors or owners to apply for a waiver to allow construction to begin on approved projects, although this helped put some of our members back to work, many did not feel that it was safe to return to work. There are many mixed feelings from all of us. I can understand the smaller projects where there are a small number of members working together where they can practice social distancing and do not have to share a break and lunch area in close quarters with more than ten people could go back to work and be productive, again only if the members feel safe to do so. I was more concerned with some of the bigger projects that employed more than 100 building trade members. Were the contractors on these projects prepared to make the jobsites safe for all members? Kiewit for example had about 50 members employed on the Hilltop Project with about 200 building trade members total, when we heard that the waiver had been approved for startup, we called Kiewit to see if they had safety measures in place, while they ensured me that they were working on them I implored them to hold off calling members back until they had everything in place to protect the workers, they felt that they would be able to stay ahead of the influx or hires to keep everyone safe. Speaking with a few of the members on the project, Kiewit has done a good job with the needed safety measures so far.



Rest assured we will get through this, we just don't know at this time when this will be in our rear-view mirror. I do have some concerns as to how this will impact the construction industry! At the monthly meeting held in March, I reported that the work situation was looking very promising with a lot of schools, hospitals and DGS funded projects, the Casino along with Hilltop still manning up and the project at Elliot Co. moving dirt and underway. Looking at these projects where we stand today except for Hilltop, Elliot and the casino we are not sure if the state funded projects will get off the ground this year, next year or quite frankly anytime soon. The state has had to utilize funds from construction projects to help defeat the virus! It also concerns me how it will affect our contractors; we have some newer contractors that are still in infancy and I worry that they will not have the resources to survive. Some members might think; well if they are not employing members, they do not have to worry about payroll, which is true, but they fail to think about loans, taxes, insurances that still need to be maintained without any invoiceable hours. The contractors are just like some of the members if they do not have the money coming in for a few weeks how do they pay the bills. These few weeks have been hard for all of us, but the next few months could quite possibly be even harder for some. The officers, agents and I will continue to make what might not be the most popular decisions for the local and the members but will be the best decisions for all. Please stay safe and healthy.

### **LOCAL NEWS:**

Since the middle of March, the local has been honoring the procedures from the CDC and the state to limit the exposure of the virus. The agents and training department have been working remotely when they can along with going to the offices to manage the daily affairs of the local. We are practicing social distancing when in the office and I have instructed all not to attend any projects or meetings unless necessary. The United Association has been quite helpful with ideas and suggestions for maintaining some sense of normalcy, again there is no rulebook to follow and we are learning to adapt to the ever-changing landscape, which we are currently facing. Just about the time you have something figured out, things change, and you must change with it. The early part of the pandemic it seemed like things were changing every five minutes, it all boils down to using the commonsense approach to solve most of the issues.

I must commend the Federal and State governments for implementing the stimulus packages that have helped in this time of need. The Unemployment compensation extension and increase will help, but unfortunately, the UC office was not prepared for the vast amounts of workers applying for benefits, which has created great inconvenience for all, who are unemployed. The UC office is aware of the problem, and are trying to resolve it, but I cannot say how soon it will be fixed.

Monthly union meetings were canceled for April and it looks as though May will be canceled also; apprentice training has been canceled until further notice along with apprentice interviews. You would think that there is not really a lot for agents and myself to do, but we are extremely busy fielding calls from members, contractors and owners. Conference calls seem to have become the norm; many conference calls have been utilized by the PA Pipe Trades, Building Trades, UA, State Representative, Unemployment office and the Health and Pension over the last few weeks to discuss issues and to find ways to help the membership. The agents daily have been in direct contact with owners and contractors to find employment opportunities and have had many phone calls about unemployment. The UA has kept Organizer, Don Arena, extremely busy with educational studies and coordinating with the State Organizer on recruitment of new members while most of the industry is unemployed. The Training Department has been utilizing their time efficiently applying for grants and diligently working with the State to see how to

proceed with work and class rooms for the apprentices in case school will be shut down for the remainder of the school year. The JATC wants all members to know that the continuities for certifications should be submitted as usual.

#### **HEALTH AND WELFARE:**

The trustees have been staying on top the issues and have the best interest of the members and contractors in mind. Numerous emails, conference calls and decisions have been made to keep health care costs in balance while maintaining health care coverage for the members affected by the Coronavirus. A letter had been sent out to the membership on recent temporary changes that will help offset lost workhours for the members. A copy of this letter can be found in the back of this newsletter. Along with the health care the trustees have utilized the CARE Act to allow a onetime distribution of your annuity in the amount of up to \$5,000.00. A copy of the letter is also enclosed.

All trustees have the best interest of the members when it comes to such dramatic situations, we will continue to look at issues as they come before us and do the best we can while protecting the members along with the funds.

#### **FRATERNAL ACTIVITIES:**

The Frat Committee has continued to press on with scheduling the Retiree Luncheons and the Family Picnic at Idlewild. These dates are unfortunately tentative at this time, when it gets closer to these dates a decision will be made if they can be held or if we need to postpone or cancel.

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We realize not every member can print emails or has access to a fax machine, to make things easier for all involved we are including this document for any member that may be dispatched to the Hilltop Project.

The plant has implemented a questionnaire that needs to be filled out and turned in the day you hire in on the project, please keep this document for your convenience. We do ask that if you have checked any of the boxes, please notify your agent before reporting to the project.

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# COMPANY VISITOR QUESTIONS

Name:

Company:

Contact Number:

Company Representative Visiting:

Date:

- ☐ Have you been asked to self-quarantine or been diagnosed with COVID-19?
- ☐ Have you experienced the recent onset of any illness-related symptoms, such as fever, cough or shortness of breath?
- ☐ Have you traveled outside of North America in the past 14 days?
- ☐ Has the visitor experienced the recent onset of any illness related symptoms, such as fever, cough, or shortness of breath?
  - Any person(s) who have traveled outside of North America in the last 14 days?
  - Any person(s) who has been asked to self-quarantine?
  - Any person(s) who has been diagnosed with COVID-19?

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**\*\*\*Confidential - For Internal Use Only\*\*\***

This questionnaire is intended to be used by Kiewit/Company Representatives Only (e.g., security, front desk staff, etc.) for outside visitors at the location. If a visitor answers "YES" to any of the questions, please ask them to leave and contact the company representative they were intending to visit.

Please contact AskHR (AskHR@kiewit.com or 1-844-502-8125) regarding any visitors we have turned away based on the questions above.

## Eastern Region

**Miller & Son:** - 3 - Members – Paris Health Care, and various small projects in the area. – **Not Working due to Covid 19.**

**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 Grafftech in St. Mary's.

**K & K Plumbing:** - 8- Members – Alice Paul House in Indiana, Mt. Davis DCNR Project, Williamsburg Waters Treatment, Carpenters Union Hall and the Living Learning Center at UPJ. – **Not Working due to Covid 19.**

**Baer Mechanical:** -14- Members –Working at North American Hoganas on various projects, renovations at Dale Oxygen, Penn Highlands Brookville and Johnstown Housing Authority. – **Not Working due to Covid 19.**

**S.P. McCarls:** -6- Members – Work in the Fab Shop, IUP steam line and a few projects out of town. – **Not Working due to Covid 19.**

**Darr:** -2 - Members – Somerset Hospital, Bedford Airport and a few other project throughout the local.- – **Not Working due to Covid 19.**

**Johnston Mechanical:** -11- Members – Maintenance work at Conemaugh Hospital, OB floor at Altoona Hospital, Association for the blind and Conemaugh Hospital outpatient in Somerset.

**OSMI Mech:** -5- Members – Penn Highlands in Dubois, Penn Highlands Elk, Penn Highlands Brookville, and a few small projects in the local. – **Not Working due to Covid 19.**

**W. M. Yoder:** -3- Members – At Appvion Papers in Roaring Springs. – **Not Working due to Covid 19.**

**Kiewit Power:** -2- Members – At CPV Fairview.

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

**Plant Service Group:** -2- Members- At Conemaugh Station. – **Not Working due to Covid 19.**

**NuWeld:** -7-Members – On gas site in Elk County.

**Scalise:** -1- Member – at UPJ Living and Learning Facility. – **Not Working due to Covid 19.**

**John Hall:** - 2- Members – At Cleveland Brothers. – **Not Working due to Covid 19.**

**Nooter:** - 5- Members – At the compressor site in Ebensburg. – **Not Working due to Covid 19.**

**Huckestein Mechanical:** - 4- Members – At Central Cambria Schools. – **Not Working due to Covid 19.**

**Renick Brothers:** -2- Members- at Penn Highlands Dubois. – **Not Working due to Covid 19.**

**Currently,** there are 130 Journeyman off, 2 out of town and 21 apprentices unemployed.

Business Agent  
**Bill Cononie**



## Western Region

**Alcon Mechanical:** -2-Members – Employed throughout Local 354. – **Not working due to Covid 19.**

**East West Manufacturing:** -1 –Member- at Ringold Middle School cooling tower. - **Not working due to Covid 19.**

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

**Hranec:** -2 – Members- in shop.

**John Hall:** -3- Members- Working service.

**K & K Plumbing:** -5- Members – at Odinvew Apartments – **Not working due to Covid 19.**

**Keystone Fabrication:** -10- Members- employed at shop.

**Kiewit:** - 55- Members- at the Hilltop Energy Center.

**Limbach:** -5- Members – On various projects within the Local including Linden Hall.

**Lugaila Inc.:** -4- Members- At WCCC at Founders Hall renovation, Penn Med Grow Facility and Franklin Regional School this spring.

**McCarls:** -5- Members – Employed at Tenaska.

**McRandle:** -1- Member at the Connellsville High rise. – **Not working due to Covid 19.**

**Mechanical Contractors:** -9- Members- on a several projects in the local including Penn Grow Facility and jobs outside the local in (West Virginia Local 152.)

**Scalise:** -1- Member – at RIDC Park in Mt Pleasant for Intervala - **Not working due to Covid 19.**

**Sentry Mechanical:** – 1- Member – Working as a service plumber.

**Somerset Steel:** - 3- Members- working at Monessen Coke Plant and Firestone - **Not working due to Covid 19.**

**SSM:** -14- Members – Several projects, WCCC and the new casino to name a couple. - **Not working due to Covid 19.**

**W. G. Tomko:** -38– Members – 30 working Building Trades and 8 working Metal Trades.

**Whitby:** -4- Members- Employed at this time at various jobs. **Not working due to Covid 19.**

There are 26 members waiting to go back to work to the Cracker Plant. 23 Journeymen are 13 Apprentices are currently laid off. Hilltop is hiring welders and fitters each week for the near future.

Business Agent

**Steven Fearer**

## Organizing Report

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

### Building Trades Journeymen

Robert Rusciolelli

### Building Trades Apprentice

Justin Enos – Fifth Year

Cameron T. Sheeder- VIP- 2<sup>nd</sup> Year

### Metal Trades Journeymen

Kenneth Sapos

### Spec. Housing Apprentice

Robert Coburn, III

Welcome all to Local Union 354!

Since the last newsletter, we have been working on many different organizing tasks. Throughout the end of 2019 and the beginning of 2020, we have been working on ways that our union contractors can better compete in the service industry. Currently it is estimated that union contractors are only doing around 10 to 15% of the commercial service work in our local union. One option is to sign contractors to the National Service and Maintenance Agreement. This gives us some flexibility to capture the commercial work that we are not currently doing.

In February, I spent a week at the Southeastern Regional Organizing Blitz. Each year it is required that all organizers help with at least one blitz. Similar to the blitz that was done in our local last year, organizers in teams of 2 or 3 people travel throughout a region and talk to unrepresented workers and non-union contractors. All the information is collected and logged in to a database for the local area organizers to follow-up on leads.

Before the Coronavirus outbreak started, I was working with other organizers in the area to collect information for two different organizing campaigns. One was a service contractor called ROK Refrigeration and the other was Trane Corp. Both have been put on hold until the stay at home order is lifted.

Lastly, the UA has asked all organizers to do research on non-union contractors in their area. This is something that can be done online to keep the UA organizers as productive as possible during this difficult time. The UA also has developed a new organizing textbook in 2020. The book provides information on all the latest techniques as well as the new NLRB standards. All organizers are required to read the chapters and answers questions online. Hopefully we will be able to get back on the streets soon to do the jobs which we are trained to do.

As always, will continue to work hard at bringing more non-union construction and service contractors in to the union market.

I hope you and your family stay safe and healthy!

Sincerely,

*Don Arena*

Organizer



## Recently Deceased

David D. Abel

Robert A. Burns

Michael W. Wadsworth



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## Recently Retired

Jack S. Boyd, Jr.

William E. Edwards

Jeffrey D. Gromley

Mark I. Joseph

Richard Komondor, II

James E. Manley

Thomas L. Sndyer

Thomas Tunney, II



## Members Profile

<u>Classification</u>	<u>Total</u>	<u>EAST</u>	<u>WEST</u>
Bldg. Trades Journeyman	399	231	168
Bldg. Trades Apprentice	73	27	46
Probationary Apprentice	26	12	14
Spec. Hsg./Div. Housing	23	15	08
Contr./Superv. Members	03	00	03
Metal Trades	15	00	15
Retiree (MT, BT Disability)	228	126	102
Life Members	123		
<u>Total Membership</u>	<u>890</u>	<u>411</u>	<u>356</u>



# Retiree Luncheon's

These are the dates we have attentively set for the retire luncheon's. These dates all depends on the Coronavirus Pandemic stay at home order.

Information will be mailed out in the future.

## Region I

Thursday – June 12, 2020

At Luigi's Ristorante

11:00 AM – 1:00 PM

## Region II

Wednesday – June 10, 2020

At the Ebensburg JATC

11:00 AM – 1:00 PM

## Region III

Tuesday – June 9, 2020

At the Youngwood JATC

11:00 AM – 1:00 PM

Hope to see you there!!

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## SCHOLARSHIP APPLICATIONS

Applications are available at the Plumbers and Pipe Fitters Local 354 Union office in Youngwood or you may call 724/925-7238 to request the, The Wright Thing To Do application to be sent to you or e-mailed to you.

To receive the United Association Scholarship you must go to the website itself or I can email you the link

- The Wright Thing To Do Scholarship Trust - c/o John & Linda Wright
- The United Association Scholarship – Also available on line (UANet.org)  
<https://uascholarshipfund.communityforce.com/Login.aspx>  
<https://uascholarshipfund.communityforce.com/>



# SCHOLARSHIPS

**Plumbers & Pipefitters  
Local Union 354**

**Annual  
Family Picnic**

**At**

**Idlewild & Soak Zone**

**The Picnic is scheduled for  
Saturday, July 18, 2020**

**Information will be mailed out in the  
near future.**

**(Tentative to the Coronavirus Pandemic stay at home order)**



**PLUMBERS & PIPE FITTERS  
LOCAL UNION #354  
HEALTH & WELFARE FUND**

**ADDENDUM TO SUMMARY PLAN DESCRIPTION**

**APRIL 1, 2020**

The Plumbers and Pipe Fitters Local Union #354 Health & Welfare Fund has been amended as follows. This explanation modifies the Summary Plan Description ("SPD") and should be kept with the Summary Plan Description for future reference.

**Summary of Changes:**

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

Notwithstanding any provisions herein to the contrary:

- (a) If you are eligible for Fund benefits for the entire April, May, June 2020 Benefit Quarter and had "Hours of Covered Employment" for work performed in the February, March, April 2020 Qualifying Quarter, 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.
- (b) 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.
- (c) Effective March 18, 2020, any applicable cost sharing will be waived for items or services furnished for:
  - i. 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);

- ii. "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.

#### **Additional Information:**

If you have any questions, you should refer to your SPD. You may also contact the Plan Administrator at:

Board of Trustees,  
Plumbers and Pipe Fitters Local Union #354 Health & Welfare Fund  
c/o Beacon Administrators and Consultants, Inc.  
6500 Brooktree Road  
Suite 205  
Wexford, PA 15090  
(412) 481-1641

#### **General Information:**

Plan Name:	Plumbers and Pipe Fitters Local Union #354 Health & Welfare Fund
Plan Number:	501
Plan Year:	January 1 – December 31
Plan Sponsor/Plan Administrator:	Board of Trustees, Plumbers and Pipe Fitters Local Union #354 Health & Welfare Fund
Plan Sponsor/Plan Administrator Federal Tax EIN:	23-7335250
Legal Service:	Levi K. Logan Meyer, Unkovic & Scott, LLP Henry W. Oliver Building 535 Smithfield Street, Suite 1300 Pittsburgh, PA 15222-2315



# PLUMBERS & PIPE FITTERS LOCAL #354

## COMBINED FUNDS

*c/o Beacon Administrators and Consultants Inc.*  
6500 Brooktree Road, Suite 205  
Wexford, PA 15090

Phone: (412) 481-1641 or (844) 746-9676  
Fax: (724) 799-2284  
Email: 354benefits@beaconadmin.com

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### IMPORTANT NOTICE

TO: ALL PARTICIPANTS

FROM: PLUMBERS & PIPE FITTERS LOCAL 354 PENSION TRUSTEES  
C/O BEACON ADMINISTRATORS AND CONSULTANTS, INC.

SUBJECT: CORONAVIRUS RELATED DISTRIBUTIONS

DATE: APRIL 20, 2020

### CHANGES EFFECTIVE BEGINNING 4/20/2020

The Board of Trustees of the Pension Fund understand that the current COVID-19 crisis has created unanticipated hardships for many of the Pension Fund's participants. The Trustees understand that most of you are unable to work due to the Governor's order closing non-essential businesses. The Trustees also understand that unemployment benefits have been delayed due to the large number of individuals currently filing for the benefits. In response to these issues, the Pension Plan has implemented a Coronavirus Related Distribution option. This is in addition to the existing in-service withdrawal options which apply to your Profit Sharing Account.

You are eligible for a Coronavirus Related Distribution if you certify that you are a "qualified individual." You are a qualified individual if you fall into one of the following categories:

- You, your spouse or your dependent has been diagnosed with the virus SARS-CoV-2 or with coronavirus disease 2019 ("COVID-19") by a test approved by the Centers for Disease Control and Prevention; or
- Because of the virus SARS-CoV-2 or COVID-19, you are experiencing adverse financial consequences resulting from being quarantined, furloughed, laid off or having your work hours reduced or you are unable to work due to the lack of childcare.

If you are a qualified individual, you may apply for and receive one Coronavirus Related Distribution of up to \$5,000 from your Profit Sharing Account during the period beginning April 20, 2020 through May 31, 2020. In determining the amount to allow, the Trustees had to balance their fiduciary duty to protect the Pension Plan's assets for your retirement versus the immediate financial needs faced by many of you as a result of the COVID-19 crisis. The amount the allowed is roughly equivalent to one month's wages for most participants. This amount should allow you to meet your financial needs until you begin to receive unemployment.

Recent legislation added special tax provisions that apply to a Coronavirus Related Distribution. You (and not the Pension Plan) are responsible for determining the taxation of a Coronavirus Related Distribution. The distribution is included in your federal taxable income ratably over a three-year period, unless you elect otherwise. You may repay the distribution to an eligible retirement plan that permits rollover contributions. Repayment may be made in one or more payments over the three-year period following receipt of the Coronavirus Related Distribution. Another tax benefit is that the 10% early distribution tax does not apply to a Coronavirus Related Distribution paid to a qualified individual in 2020. There is an aggregate limit of \$100,000 on the amount any qualified individual can receive in 2020 free of the 10% early distribution tax. This information does not constitute tax advice. You should contact your tax professional to discuss how these provisions will apply to you.

Included with this letter is a Summary of Material Modification to keep with your copy of the Pension Plan's Summary Plan Description which provides the details of the new Coronavirus Related Description provisions. Also included are a Coronavirus Related Distribution Application along with the applicable instructions. These documents are for your use in the event you decided to apply for a Coronavirus Related Distribution.

If you have any questions or need additional information, please do not hesitate to contact the Fund Office at (412) 481-1641 or via email at [354benefits@beaconadmin.com](mailto:354benefits@beaconadmin.com). If you find yourself in a situation where you will not be able to meet your contribution obligations, please contact the Fund Office to discuss your options.

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## JATC Training Center Information

Due to the Covid-19 pandemic, currently all classes at both JATC Training Schools have been postponed. Notices and/or texts will be sent out once the "stay-at-home" has been lifted.

All certifications from the NITC and ASSE have extended their expiration dates by 6 months. As soon as we get things back up and running, all classes will resume.

With schools closed and not many jobs working, if your Welds/Medical Gas Brazer are due to expire, please complete a continuity and send it in (signed or not signed by foreman) and we will process it for you.

We are postponing all interviews scheduled for those applicants who had applied until the restrictions are lifted. Letters will be sent out with the new dates.

For those who are interested in applying to the JATC, the application process has been postponed as well.

We have been in contact with the Department of Labor in regards to our school hours and was advised that they will get back to us with those answers.

Be Safe!!

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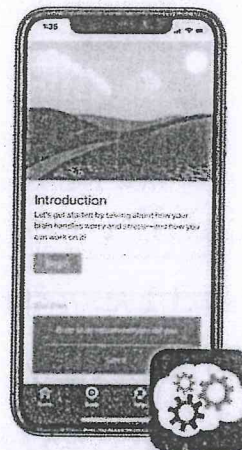


In times of change and stress, it's important to monitor our own internal well-being as well as our physical health. With this in mind, I am very pleased to announce that LifeSolutions EAP is launching the new mobile app, Brain Manager. The first release is being made available at no cost to Workpartners' clients and their employees until September 30, 2020.

Brain Manager delivers evidence-based, cognitive behavioral therapy through a custom, personalized experience. Use it anywhere, anytime, and at your own pace. To help with stress and anxiety - the app offers self-guided activities and techniques that you can follow to take small virtual breaks during the COVID-19 pandemic.

**Brain Manager includes helpful information and tips on:**

- Sleep
- Grounding
- Pleasant imagery
- Breathing
- Worry
- Emotions
- Mindfulness
- Habits



**Download the Brain Manager app to  
get started today.**

Just search "Brain Manager" in the Apple App Store or Google Play Store. Enter the access code **calmnow** when prompted.

As we work through these changing times, it is more important than ever to care for ourselves in order to facilitate the care of our community.

Be Well,

**David M. Weir**  
President, Workpartners

# **MEETING** **CANCELLATION NOTICE**

Due to the Coronaviris and the Stay at home order the scheduled monthly meeting for Friday, May 1, 2020 has been **CANCELLED**. We hope everyone stays safe and healthy. Our next monthly union meeting is scheduled for Friday, June 5, 2020. We hope to see you there.

Fraternally,

***Tim Custer***

Business Manager

Financial Secretary-Treasurer