

#### Members of Local 354,

I really thought by this time there would not be a report in this newsletter that had to deal with a virus, unfortunately we are not only dealing with the lingering effects of Covid-19 but now we are starting to see evidence of the variant called Delta. Many people including me thought that after a year and a half of dealing with Covid we would be back to what we recall as "normal" by this time. However, I am afraid that the normal lifestyle we all enjoyed might be on a more permanent hiatus. Even know we see sporting events back to normal, we still see effects from Covid in other industries such as restaurants, retail and most certainly hospitals. Many industries are requiring unvaccinated citizens to mask up before entering a facility, we also see owners requesting patrons to wear masks even for those vaccinated. I am afraid that we will see more and more construction sites in the future making this demand. Some crafts in the Building Trades have been mandating their membership to be vaccinated to ensure that they can meet the manpower requirements. Local 354 will not make such a mandate; I only speak of this to inform all members of what we can expect in the coming months. When/if the time comes that an owner requires all workers to be vaccinated to work on their project, we will treat it very similar to our drug-testing card or any other certification. The Agents have been instructed to dispatch according to the out of work list and let the member know if one of the requirement for employment is to provide proof of vaccination. One of my concerns is that contractors might be hesitant to bid on a project that includes the vaccination mandate for fear that we might not be able to supply needed manpower. I realize that the Covid Vaccination are a hot topic to some folks and the media does not help matters, there are so many conflicting opinions we really don't know what to believe. Some claim political views, religious, or lack of education the reason for not getting vaccinated, I get it! That is why we are not mandating this action; I just want the membership to know what could be in store for all of us for future projects. Please be safe!

In addition, I would like to take this time to applaud the efforts of membership for keeping the Covid cases somewhat low compared to some of our sister locals and for this I thank you. I also want to commend Chad Morrison and the instructors for adhering to the CDS guidelines and keeping the schools and classrooms Covid free. It takes a lot of hard work and time to keep our apprentices safe and they have done a tremendous job.

### **LOCAL NEWS:**

We were finally able to hold an in-person union meeting in the month of August. Ligonier officials changed business hours for the hall after they decided to open back up to the public. Along with a fee increase they did do want anyone in the building after 8:00 PM. After some negotiating, they agreed to

allow us to have the building from 8-10 the first Friday on the month every other month until the end of the year to see how things go. The November meeting will be held virtually at 7:00 PM on November 5, and the December 3 meeting will be held in person at the Town Hall at 8:00 PM. The schedule for meetings for the 2022 year will be announced at the November meeting.

The remodeling projects are being completed at the Youngwood and Ebensburg locations, Youngwood received a fresh coat of paint on the outside of the building and Ebensburg was a little more intensive with the offices and classrooms completely remodeled and new exterior along with an new roof. The HVAC/Plumbing Service Training Center located in Latrobe is almost to the point where we can start installing training equipment, the floors were completed the end of September the only thing we are waiting for are some additional electrical needs to handle the equipment that will be used. Chad Morrison has been doing a phenomenal job dealing with the contractors and obtaining Grants, tools and equipment. We are hopeful that if everything goes well, we will have our first classes sometime after the new year. But we are not done yet! A new exhaust system is in the works for the Youngwood school, this system should be much more efficient and quieter then the system that is currently being used. Just with any major project, the JATC Committee puts the project out to bid to at least three contactors, Bill Tomko sent in his bid proposal, proposing donating all materials, equipment, and two days of labor to complete the job. Saving the JATC quite a bit of money. A big THANK YOU to Bill for his generosity and continued support of the apprenticeship program!!!

Even though we have yet to produce a Service Tech from our school the contractors have been encouraged to get started providing service in both the Residential and Commercial markets. Through the efforts of Local 354 Organizer Don Arena we were able to strip some area talent from open shop contractors to help build our service program. The feedback we are getting that our local contractors can and are very competitive against the open shop contractors. I encourage all members and their families to utilize signatory contactors for you plumbing and HVAC needs.

Limbach Company – Greensburg – 724-696-9546

SSM Industries Inc. – Greensburg – 724-537-7300

John Hall, Inc. – Ligonier – 724-238-5633

Baer Services T/A Hinkle Plumbing & Heating – Johnstown – 814-535-3158

Kircon Breco Service LLC - Johnstown - 814-288-1151

McCarls Preferred Services - Altoona - 814-943-6485

At this time of this writing Local 354 has been experiencing a work load that has made us almost fully employed, although a few of these projects such as Flexsys, ATI and Conemaugh are outages that have employed a high number of members the duration is only 4-6 weeks. The local contractors continue to proceed on Institutional and Commercial projects, namely Wasson Elementary, Houtzdale Prison, Conemaugh Hospital, Oklahoma School and Latrobe Brewery. Projected work for later in the year and into next year is hard to predict but the contractors feel that there will be ample projects to bid and hope to keep the members working as much as possible.

The United Association held its 40<sup>th</sup> Convention August 23-27 in San Diego. Due to Covid all delegates had to show proof of being vaccinated to enter the convention hall in addition delegates from Canada attended virtually. General President Mark McManus and his team were reelected to a 5-year term with a white ticket. Many resolutions were read and approved but one that many of us were excited about was that there would not be an increase of the monthly dues for the next 5 years! All the delegates unanimously approved this resolution.

It is with mixed emotion that I announce that Local 354 Bother and International Representative Dave Donato will be retiring at the end of the year. Brother Donato has been a friend to many and has been a huge asset not only to the UA but to Local 354 as well. I hate to see him go but I also know that no one deserves to enjoy life's treasure as much as Dave does after all his hard work and dedication to the local and the UA. A more detailed article concerning Brother Donato will be in the next newsletter. On behalf of the officers and members of Local 354, we wish Dave and his wife Dawn a long, happy and blessed retirement. God speed Dave.

### **HEALTH & WELFARE:**

By the time, you receive this newsletter the H & W trustees will have already held the membership education meeting concerning Health Care and Pensions. There are no new developments that should cause alarm; we just want to be sure to keep the members and their families up to date and to educate on the benefits the plan provides. If you were not able to attend this event, please contact Nicki Sayles at the funds office and she will send you information that was provided by the presenters.

### **POLITICS:**

November 2 is the Municipal Election Day, these elections have been notoriously known for low voter turnout due to most races are on the local level such as, County offices, City and Borough officials which should be important for members for the area in which they live, but we cannot forget about the State Court races! These judges can make or break members of organized labor, with issues that come up concerning our rights as union members. Local 354 has endorsed Maria McLaughlin for State Supreme Court along with David Spurgeon for Commonwealth Court. The only local race that 354 has endorsed is Cambria County Sheriff Tom Owens. Please exercise your right to vote and support these candidates.

### FRATERNAL FUND:

No stinking virus can keep 354 members from having fun!!! Local 354 Family Picnic at Idlewild was held in July and it went off without a hitch, it was well attended, and I feel the park and the Frat Committee did a wonderful job keeping everyone safe.

The Pa Pipe Trades held their annual softball tournament in September. Local 354 was well represented as the team shellacked the team from Local 690; unfortunately, we fell short in games against Local 27 and Local 420 eliminating the team in the double elimination competition. We had new young faces on the team, which added to some of the seasoned vets, Local 354 had a well-rounded team. We are always looking for talent, if anyone is interested in playing on next year's team please contact the hall.

The children's Christmas Parties are back on the agenda bring any unforeseen issues. Please mark December 17 on your calendars. These parties are for CHILDREN of members. The invite and RSVP will be sent in the coming weeks. We look forward to seeing Santa and the Kids!



Local 354 held its annual Latrobe Fall Classic in mid-September at Seven Springs Resort. As usual, it was very well attended. We have received very positive feedback from the attendees, some saying that this event is the best golf outing that they attended. One reason for this is in lieu of having a sit-down dinner after golf Chad Morrison and his golf committee changed the venue last year to include meal stations on the course, which include hamburgers, hot dogs, hot sausage and brisket sandwiches along with plenty of beverages. Of course, this event would not be possible without our sponsors and the contractors for their monetary contributions along with gifts for door prizes. We look forward to next year's outing, which will coincide with the Locals 50<sup>th</sup> Anniversary Celebration next September. Details of that Anniversary event will be sent out in the future.

The Graduation Banquet for the graduation/graduated apprentices in in the planning stages, we will be combining two graduating classes since last year was canceled due to Covid. The venue and date have not been set yet but as soon as details are nailed down information will be made available.

Regarding apprentices, the JATC did not take a class this year due to the residual effects of Covid and the effect it had on manhours. The committee will be taking a class this coming year. Information on the application process is included in this newsletter along with a page comparing the apprenticeship to a college education. If any member knows of a young man or woman that would be an asset to the local, please share the information we have provided you.

### 2020 Graduates:

East: Garrett Anderson

Zachary A. Carpinello

Luke A. Fillhart

Brandon J. Glessner

Ricky E. Knisley

Evan R. Melikant

Ryan J. Muchler



West: Michael P. Dalicandro

Justin M. Enos

Eric L. Fearer

Luke N. Gindlesperger

Reed J. Hayes

Jacob R. Hudson

Adam E. Leonard

Thomas MdKibbin

Daniel R. Todd

Casey R. Vought

Shane P. Willochell

### 2021 Graduates:

West: Ryan R. Burgess

Joshua D. Dichello

William J. Hoffman

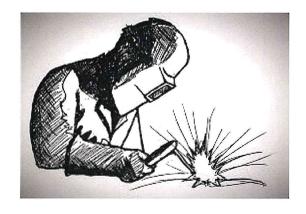
Mark V. Morrison

Jason A Orzehowski

Dylan R. Shupe

Stephen M. Spina

Daniel T. Taylor



### **Congratulations Graduates!**

#### **FRIENDS AND FAMILY:**

This piece in new to the Local 354 family. I have been trying to think of ways to recognize more of the membership, some thoughts were to do a member's spotlight that include a bio of a member, the only problem with that, it would take decades to highlight the entire membership. Therefore, we are going to try a venue that is supplied by the membership. If you have an interesting story, or an accomplishment about yourself or a family member that you would like to share in future newsletter please submit by sending a paragraph or two. Plumbers & Pipefitters Local 354 – PO Drawer I Youngwood, PA 15697 or you may email to: <a href="mailto:lu354bm@uanet.org">lu354bm@uanet.org</a>. We look forward to your submissions.

Congratulations to Brother Bill Deans on Zach, Zach graduated in May from West Virginia University with a Doctorate Degree in Pharmacy. Zach attended Ringgold High School in Georgia where he carried a 4.0 and was Class Salutatorian when he earned his diploma in 2014. Before attending WVU, Zach attended Dalton State College for 3 years where he earned a spot on the Men's Basketball team as a walk on. Zach is currently employed at CVS Pharmacy in South Western PA. Brother Dean is excited about having a DR in the family and we as a local are proud of Zach's accomplishments.

### Western Region

**Fazio Mech:** -5-Members – Employed throughout Local 354.

**<u>Hranec</u>**: -2 – Member- in shop.

**John Hall:** -7- Members- Working service and at St Vincent College.

**Keystone Fabrication**: -11- Members-Employed at shop.

<u>Limbach:</u> -7- Members – On various projects within the Local including Excela Health.

**<u>Lugaila Inc.:</u>** -4- Members- On various projects.

McRandle: -3- Member working at the Indiana Port Authority.

**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 this time.

**SSM:** -41- Members – Working at ATI in Vandergrift, GE in Charleroi, Latrobe Brewery and other small projects.

W. G. Tomko: -27- Members - 21 working Building Trades and 6 working Metal Trades.

Whitby: -8- Members- Employed at this time at various jobs and at Nemacolin.

**Chapman:** -16- Members working at Flexsys.

**East West Manufacturing: -**3- Members – Working at Ringold High School.

First American Industries: -2- Members – Working at Ringod High School.

**McCarls:** -2- Members – Working at Carpenter Technology (Old Latrobe Steel).

**R & B Mechanical:** -2- Members – At Columbia Gas building in Dunbar.

**Wayne Crouse:** -4- Members – Working at Westmoreland Hospital.

There are 52 members working out of town and 8 Journeymen and 3 Apprentice currently laid off.

Things have been busy recently with the shut downs at ATI in Vandergrift, and Flexsys. They are both scheduled to be finished sometime at the end of October. The new line to be built at ATI Vandergrift at this time has not been awarded yet. The new prison in Uniontown is moving very slow so probably won't have members on site there for a few months. Hranec has the heating. We do have some Institutional jobs that will be starting in the near future.

Business Agent

Steven Fearer



### Eastern Region

<u>Miller & Son:</u> -3- Members – Heat at the dominion Building and a few maintenance projects in the area.

<u>Triple H Mech.:</u> -10- Members – Working at SGL Carbon, GKN Sinter Metals, Mersen Carbon, Air Gas in Ridgeway and Mathison in St. Mary's, Brockway Glass, Graftech in St. Marys and Johnsonburg waste water treatment plant.

**K & K Plumbing:** -9- Members –Moshannon Valley Elementary, Bedford Borough Building, Conemaugh Hospital, Oklahoma School and Crawford Apartments are starting soon.

**Baer Mechanical**: -8- Members –Working at North American Hoganas on various projects, renovations at Dale Oxygen, Penn Highlands East and Conemaugh Hospital.

<u>S.P. McCarls:</u> -12- Members – Work in the Fab Shop, VA Hospital, UPMC Parking Garage, Verizon Buildings. Penn State DuBois and a few projects out of town.

<u>OSMI Mech:</u> -11- Members – Penn Highlands in Dubois, Penn Highlands Elk, Penn Highlands Brookville, and a few small projects in the local.

<u>Darr Construction:</u> -4- Members – Somerset Hospital, Bedford Municipal Building and Jackson Township Sewer Authority and the Addison Township Building.

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

Plant Service Group: -10- Members- At Conemaugh Station.

**Renick Brothers:** -10- Members- at Wasson Elementary School in Dubois, Penn Highlands West ER and Conamaugh Hospital in Johnstown.

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

<u>Johnston Mechanical:</u> -20- Members. Maintenance work at Conemaugh Hospital, Association for the Blind, Chartwell Medical, VA Hospital, MPI Room at Altoona Hospital, West Hills Regional Church and work at St. Francis College.

**NEAS**: -20- Members - At Conemaugh Station full outage.

**GM McCrossin**: -22- Members – At Houtzdale Prison and water treatment plants in the Altoona area.

Hayes Mechanical: -8- Members – At Homer City outage.

<u>Currently</u> – There are 25 Journeyman off. 52 are out of town and 0 Apprentices are off.

### Business Agent Bill Cononie



### 4th Quarter 2021 Organizing Report

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

#### Building Trades Journeymen Building Trades Apprentice Spec. Housing Apprentice

Kevin Repko Christopher Gavin

Mathew Roynak- 3rd Year

Jared Kenda -3rd Year

Welcome all to Local Union 354!

I have been traveling throughout the local talking to unrepresented workers, gathering information, and recruiting workers for service. If any of our membership knows anyone in the HVAC light commercial service industry, have them contact me. We are always interested in building the MES Service Program.

Over the past month or so, I met with non-union contractors and discussed becoming a signatory contractor. Joe Rohrer, Special Representative from the UA Organizing Department has visited our local and has attended a few of these meetings with me. Brother Rohrer coming in our local, with his wealth of knowledge in organizing, has been a big help.

Sometime during the 2021-2022 apprentice school year I plan to teach the Construction Organizing Membership Education Training of (COMET) class to the 4<sup>th</sup> and 5<sup>th</sup> year Apprentices. If any Journeymen are interested in taking the class, please let me know. I am sure it would not be a problem for you to sit in with the apprentices.

I hope you and your family stay safe and healthy!

Sincerely,

#### Don Arena

Organizer

Members Profile					
Classification	<u>Total</u>	<b>EAST</b>	<b>WEST</b>		
Bldg. Trades Journeyman	409	224	185		
Bldg. Trades Apprentice	85	37	48		
Probationary Apprentice	0	0	0		
Spec. Hsg./Div. Housing	25	17	08		
Contr./Superv. Members	03	00	03		
Metal Trades	10	00	10		
Retiree (MT, BT Disability)	204	113	91		
Life Members	129				
Total Membership	<u>865</u>	` <u>391</u>	<u>345</u>		



# Plumbers & Pipefitters Local Union #354 Apprenticeship Applications



Are you interested in applying to the program? If you are interested in a career as a Plumber, Pipefitter and/or Welder, applications are accepted at the Youngwood JATC and Ebensburg JATC the **third Monday** of every month 8:00am - Noon. All qualified applicants will receive consideration for employment without regards to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetic, disability, age, or veteran status.

As an Apprentice, you will learn these trades through a combination of on-the-job training, technical education and classroom instruction. Upon successful completion of the five-year apprenticeship program, the Apprentices become Journeymen as Plumbers, Pipefitters and/or Welders.

The **Youngwood JATC School** is located at 263 Armbrust Road, Youngwood, PA 15697 for those applicants who reside in Westmoreland, Fayette, portions of Washington and Greene Counties.

The **Ebensburg JATC School** is located at 172 Municipal Road, Ebensburg, PA 15931 for those applicants who reside in Bedford, Blair, Cambria, Cameron, Clearfield, Elk, Huntingdon, Indiana, Jefferson and Somerset Counties.

Applicants must be at least 18 years of age and have a high school diploma or a General Education Development Certificate (GED) and must be physically capable of performing work of outside construction plumbing-pipefitting trade, work at various heights and in extreme weather conditions.

When you apply to the program, be sure to bring:

- > Application Fee of \$40.00 cash or money order, no personal checks will be accepted,
- > High school transcripts or GED;
- Two (2) letters of recommendation (from former employers, school officials or non-related persons);
- Copy of DD-214 form if a veteran; and,
- Must provide a current Pennsylvania Driver's License.

If you have any questions, please call 724-925-8108 or visit our website at: <a href="https://www.LU354.com">www.LU354.com</a>

## APPRENTICESHIP OR COLLEGE WHICH ONE IS FOR YOU?

While both Apprenticeship and Colleges provide a distinct advantage over a high school diploma in terms of career stability and potential income, the differences between them are what really matter. We break it down here to settle the score.



### Apprentice Program vs. College

Apprenticeship	1
Get paid for on-the-job training	

### College Pay for classroom learning

<b>EARN</b> - \$14.3	NGS (Based on 2000/hrs per 8/hour to start	year)
2814 28 M 212 12	out to duit	

YEAR 1 \$28,660.00 + Benefits & Pension

YEAR 2 \$36,980.00 + Benefits & Pension

YEAR 3 \$44,360.00 + Benefits & Pension

YEAR 4 \$55,040.00 + Benefits & Pension

YEAR 5 \$62,920.00 + Benefits & Pension

TOTAL OVER 5 YEARS \$227,960.00 + Benefits & Pensions

WORK EXPERIENCE – 5 years in the industry

COST - \$22,500/year

YEAR 1 -\$22,500 Debt

YEAR 2 -\$22,500 Debt

YEAR 3 -\$22,500 Debt

YEAR 4 -\$22,500 Debt

TOTAL OVER 4 YEARS
-\$90,000 Debt + College Degree

WORK EXPERIENCE – 0 years in the industry

One thing is certain; the decision you make at this point in your life will directly affect your career prospects and future earnings potential.

### **Recently Retired**

Mark T. Atkins

Robert L. Carson, Jr.

**Gregory Ferg** 

Dean Marks



# Loving MEMORY

### **Deceased Members**

Santo R. Allessio

Frank P. Engbert

James Glisan

Bradley J. Homan

Ralph M. Mielnik

Ronald Sleasman

Henry Thomas

**Note:** We have had many questions and requests for the information on what happens and what is needed to process a member's death.

### Information to Process a 354 Member's death:

• Call the Youngwood Union Hall 724-925-7238 and speak to Jayne and she can guide you on what to do.

### What you will need:

- 6 Death Certificates
  - Plumbers & Pipefitters Local Union Death Benefit as of 8/29/2018
     The amount is \$1,000.00
     PO Drawer I
     Youngwood, PA 15697
  - United Association National Pension Fund 103 Oronoco Street Alexandria, VA 22314 1-800-638-7442
  - Zenith American Solutions Building Trades Pension Three Gateway Center Pittsburgh, PA 15222 1-800-242-8923
  - 4. 354 Combined Funds Beacon Admin. & Consultants (This is for the Health & Welfare and 354 Annuity Pensions) 6500 Brooktree Road, Suite 205 Wexford, PA 15090 - 412-481-1641 A Member must participate in Local 354 H & W to receive Life Insurance: Symetra Life Insurance Company Active Member \$30,000 and Retiree Member \$8,000
  - 5. **United Association** Death Benefit- Based on years of service. \$2,500.00
    Three Park Place
    Annapolis, MD 21401
  - Credit Union 724-925-9354
     PO Drawer I
     Youngwood, PA 15697
- 1 copy of the Funeral Bill Funeral bill must be paid in full or benefit will be summited directly to funeral home.

Plumbers & Pipefitters Local 354 has renewed the agreement with American Income Life Insurance. All members can expect to receive information from (AIL) to sign up for additional benefits if they choose.

### American Income life insurance company

Plumbers & Pipefitters Local 354 has renewed the agreement with American Income Life Insurance. All members can expect to receive information from (AIL) to sign up for additional benefits if they choose.

As a dues-paying member or retiree of PPF 354, you have a no-cost \$3,000 Accidental Death & Dismemberment benefit. This benefit and others listed below are provided jointly through PPF 354 and American Income Life Insurance Company (AIL), a 100% union company serving working families just like yours. AIL currently has over 100,000 UA members covered under AD&D policies at no cost. Since 1990, more than \$24.6 million in life, health, and no-cost AD&D benefits has been paid to over 16,000 UA members and their families. You will be receiving a letter in the next few weeks outlining the benefits listed below. Please return the enclosed card so you may receive your certificate of coverage and name your beneficiary. If you do not name your beneficiary, the \$3,000 would be paid to your estate and may be taxable. Those who return the card can receive a Health Services Discount Card for you and your family at no cost that provides household discounts of 10% to 60% on prescriptions, hearing and dental care, vision care/products, and chiropractic needs. You can also receive Child Safe Kits for your children and grandchildren at no cost. These kits help you gather vital data, photos and fingerprints for authorities in the event of an emergency

Just a reminder, an AIL representative, who is a member of OPEIU Local 277, will call on you to deliver your certificate of coverage, provide your no-cost benefits, and witness your beneficiary designation. AIL has other supplemental insurance programs, presented in the spirit of "Be Union – Buy Union," available strictly on a voluntary basis. If you have questions, please call PR Marketing Specialist Mark Flemm Jr. at 724-681-8439.

### **LifeSolutions**

Member assistance program (MAP)



## No-cost, confidential services for you and members of your household

### Work with an expert

#### Coaching/Counseling

- Confidential sessions in person, by telephone, or via video
- Expertise in family issues, anxiety, depression, grief and loss, drug and/or alcohol concerns, and more
- 24/7 phone support for immediate help
- Professional and personal trainings on a variety of topics, including resilience, stress, substance use disorders, mindfulness, and grief and loss

#### Disruptive event management

- 24/7 support to develop a response plan
- On-site group and individual services, plus follow-up for those showing acute distress
- Help with recovery, resilience, and self-care strategies for Plumbers & Piperfitters member

#### Services for life stressors

- Free 30-minute legal consultation and up to 25 percent off the attorney's fees post-consultation
- Free 30-minute telephone consultation with a financial professional

#### Web-based resources

- RxWell app—Personalized program that allows you to learn tools and techniques for in-the-moment relief from depression, anxiety, and stress
- The Resilience Journey—Free program to help increase your resiliency and encourage you to be optimistic
- Financial Fitness Center—Interactive tool to teach you about saving, investing, and retirement planning
- **Skill Builders**—Personal and professional self-paced courses
- Downloadable legal forms—Wills, bills of sale, and powers of attorney
- · Monthly wellness webinars

lifesolutions@upmc.edu +1 855-209-8762 (TTY: 711)

To access the Work-Life section of lifesolutionsforyou.com, click login, and enter your organization code LU354.

workpartners

In an effort to cut back on postage and mailing supply cost, Local 354 is requesting members to provided their e-mails, updated addresses and/or phone numbers.

You can e-mail: lu354op4@uanet.org

Send by mail: PO Drawer I, Youngwood, PA 15697

Call: The Youngwood office- 724-925-7238

Thank you!!					
Members Name:					
E-mail:					
Address:					
Phone Number:					

### For the Kids!

