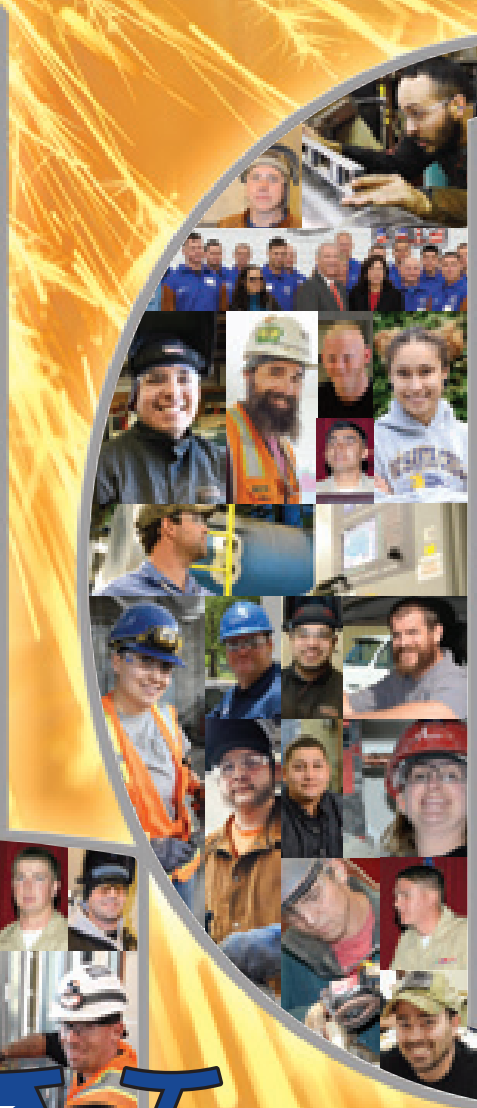


JOURNAL



**Veterans
in Piping
Program**

Ten Years

**Nine
Programs**

Seven Bases

**Over 2,000
Graduates**

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Pictured from left to right are Theogene Nzeyimana, Jean Pierre Rukundo, Jean Claude Twagirimana, and Jean Masengesho.

The Heart of the UA The UA Gifts Books to the Rwanda Plumbers Organization

Tom Bigley, UA Director of Plumbing Services and Deputy Chair on the Executive Board of the World Plumbing Council (WPC), with the assistance of the UA Education and Training Program, gifted 50 books to the Rwanda Plumbers Organization (RPO) to help develop the Rwanda plumbing industry. The gifted books included *Plumbing Code Application Manual, Instrumentation and Process Control* (2004), *NFPA 99* (2012), *Med Gas and Vacuum Systems Installation Handbook* (2012), and *NFPA 13 Standards for Sprinkler Systems*.

Jean Claude Twagirimana, the Chief Executive Officer of the Rwanda Plumbing Organization, was invited to the 2018 Instructor Training Program (ITP), where he received an award and attended classes to learn what the UA teaches its plumbers. After seeing the plumbing industry in the U.S. and the opportunities it creates for its citizens, Jean Claude decided to create the Rwanda Plumbers Organization. He said, “In my country, plumbing is not an industry where people can expect to get opportunities like I have seen in the U.S., because even now our plumbers are not able to perform big plumbing projects. That is why after coming back to my home country, I see anything is possible if you think big and work hard, so I decided to create the Rwanda Plumbers Organization.”

Tom Bigley has been working with Jean Claude to help develop Rwanda’s plumbing industry. Brother Bigley said, “Jean Claude wanted to try and accomplish everything that is done at ITP. He wants to train the trainers and train the plumbers over in Rwanda to do the same thing we do in the U.S., and one of the things he needed was curriculum and training manuals, and the UA bookstore had some books that weren’t flying off the shelves, because they were either extras or discontinued, so the UA graciously gave me permission to send the RPO these books.” The RPO received this gift of books in May of 2019. Jean Claude said, “We

received books from the UA, and these books are being used by myself and my colleagues. It’s our great pleasure to let you know that last week we had a codes class for the first time in our country, and we used some of these books when preparing professional plumbing training. In this class, instructors, journeymen plumbers, and water users got to see the importance of using plumbing codes and standards in sustaining public health and the environment.”

Tom Bigley said Jean Claude’s main goal with these books is to get his colleagues trained properly so that when there is construction work, they hire his people instead of bringing people in from Uganda and other neighboring countries to do the job. Jean Claude said, “I want to see the day when my brothers and sisters from Rwanda will be able to work on local projects due to the classes, workshops, and trainings we are starting, and I am dreaming of the day we will have the same program as the UA where every plumber from Rwanda or East Africa will come and see how plumbers protect the health of the nation.” Jean Claude explained that they are trying to use the books to help show Rwandans that plumbing is an industry with a lot of opportunities. He said, “We are willing to develop a curriculum that will be used for teaching advanced plumbing systems and technologies, and we are thinking of organizing an annual plumbing competition that we hope promotes our industry. We have a lot to do in this industry, but we are still missing some of the skills and experience of advanced plumbers.”

Jean Claude thanked Tom Bigley and the UA, stating, “We are thankful for the valuable support from your helping hands to develop the Rwanda plumbing industry. This gift of books is already of use to me and my brother plumbers, and it is a very good start for RPO to deliver professional plumbing trainings. We really appreciate your commitment to helping this new institution in this developing country.”

If you—or someone you know—have given generously of your time and labor for a good cause or have been involved in extraordinary charitable activities, we want to know about it.

All submissions for this page should be made through your local Business Manager, who will forward them to the office of General Secretary-Treasurer Pat Kellett. Submissions can be emailed to UA-journal@uanet.org. Images should be high resolution (300 dpi).

Please include as much information as possible, as well as photographs, preferably in color.



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The Right Thing to Do: UA VIP Continuing Success



Mark McManus
General President

This month's *UA Journal* is dedicated to our award-winning, gold-plated Veterans in Piping® (VIP®) program. It is fitting that we just recently celebrated Memorial Day, which in America is always a time to mark the unofficial start of summer. But for so many millions of our citizens, it's primarily a day for reflecting on the sacrifices our men and women—both young and old—have made and continue to make. These are the men and women who have served or are still serving in our armed forces. Now, as we prepare to celebrate our most patriotic holiday—the 4th of July—it is even more appropriate that we take this opportunity to celebrate the 10th anniversary of our VIP program.

Memorial Day is an especially personal occasion to so many of us. My dad, like so many of his generation, served in World War II at the ripe age of 18 years young. He was in the U.S. Navy, stationed in the South Pacific. Though he didn't speak often about his time in the war, you could tell in the way he raised his family and lived his life—he was a patriot. His generation saved the world, and we honor their courage and sacrifice. Without their strength and bravery, our democracy might have fallen to tyranny. Let's never forget that.

These common threads of courage, service, and valor run through so many UA families, in so many far-off places, and now for so many generations. That's why, for me, I couldn't be any prouder of this great UA organization stepping up for over 10 years now to give over 2,100

men and women a purpose when they leave military service—and a true skilled trade. It wasn't always easy, and we had to overcome some pretty big obstacles. It even required passing a law in Congress—not an easy thing—to allow us to train these talented men and women before they left the military. That we not only succeeded in doing this—and thus ensuring the survival of this program—but that we did it in record time is a testament to all those who believed in this program.

Today, the UA's VIP program is widely recognized as the best program of its kind. What started out 10 years ago as a welding program has evolved into so much more. Today, we train VIPs on seven military bases around the country. We still teach them welding, but we also train in HVACR, sprinkler fitting, plumbing, pipefitting, and more. We set them up for a highly successful career in the UA, and they have all become superstars.

There have been so many special people involved in the VIP program that it is hard to thank them all. General President Emeritus William Hite had the will and, most importantly, the vision to get this program up, running, and funded, and it has paid off in spades. Elsewhere in this month's *Journal* you will see a timeline of the various programs that have been set up over the years, and we also included a list of instructors who have taught at these programs. These instructors have done so much more than simply share their technical knowledge and skill. They have supported and encouraged these veterans

These common threads of courage, service, and valor run through so many UA families, in so many far-off places, and now for so many generations. That's why, for me, I couldn't be any prouder of this great UA organization stepping up for over 10 years now to give over 2,100 men and women a purpose when they leave military service—and a true skilled trade.

beyond what was expected. They stepped up and provided the extra attention that our VIPs deserve, and in doing so, they have ensured the veterans' success. This commitment has no doubt made a huge difference in the lives of these men and women. We are truly grateful.

A special person who has never wavered, and bleeds red, white, and blue, all the while beaming with UA pride, is our Training Specialist Mike Hazard. Mike is all in on every aspect of our program, including continuing to be a liaison to our new VIPs after they become members. His dedication is extraordinary.

A special shout out goes to Major General Anders (Andy) Aadland, U.S. Army (Ret.), who has opened so many doors for us and created opportunities for this program to continue to grow. His commitment lends a powerful credibility to the program and we appreciate his support.

Our dedicated instructors and local union leadership had to be all in as well, and you know they have been just that and more for the last 10 years. Our signatory contractors have stepped up and given veterans the great job and career opportunities they so richly deserve. These are the people who have welcomed our VIPs into their union halls and onto their jobsites after they complete their training on military bases. This has enabled our VIPs to start their official UA careers within a brotherhood and sisterhood that further strengthens their future—and ours. We want them to succeed—we need them to

succeed because, we need their skills and dedication to help us build the UA of the future.

But most of all, this success is due in large part to our VIPs themselves. You have made our countries better and safer, and in the process, you've made the UA better. We can only hope that, in turn, being a UA brother or sister has made your own life a little better.

Brothers and Sisters, these men and women are reasons for optimism in the UA. They have already become some of our excellent superintendents, foremen, welders, sprinkler fitters, HVACR service techs, plumbers, and fitters. Their discipline, brotherhood, and strength will only grow in years to come. Enjoy reading this month's *Journal*, and if you're lucky enough to work with a VIP, say thanks from all of us.



The VIP Program: A Decade of Success



Patrick H. Kellett
General Secretary-Treasurer

As we celebrate our annual Independence Day, I want to extend my heartfelt gratitude to the men and women of our armed forces, both those currently serving and all those who have served. These are some of the finest men and women in our nation—and in Canada—and we owe them every tribute and honor we can think of! Their courage keeps us free, and far too many have paid the ultimate sacrifice so that we may live in safety.

In this issue of your *UA Journal*, we are celebrating the 10th anniversary of our Veterans in Piping (VIP) program. This program, as we know, is the finest of its kind to be found anywhere. It is something we can all be very proud of, and it has evolved and grown over the years into the best example of training and career development for veterans in the United States. It is another way for us to say thank you to our veterans.

The UA has benefited greatly from having these fine men and women in our ranks. It's not just that they bring a sense of discipline and commitment to their work. It's not just that they have a deep understanding of what brotherhood and sisterhood really means. It is also the example they set for all of us in understanding what it is to be American and what service to our country really means. We are honored to have them among our ranks.

The VIP program is truly a success story. It started small, at Marine Corps Base Camp Pendleton in California, and has now spread across the United States and throughout branches of the armed forces. It includes

men and women who are practicing nearly every aspect of our trade. They are also important to the local unions and contractors that welcomed them. Some of them have become instructors, while others have become independent contractors, certified welding inspectors, foremen, supervisors, and stewards. The sky is the limit for these members, and we are proud of all of them.

It is our hope that in the years ahead, the VIP program will continue to grow. The ranks of our armed forces are a good resource for the UA, because these veterans have so many of the qualities that ensure success in our trade. They are disciplined and have a strong work ethic. They understand what it means to be part of something bigger than themselves. And they also know that working together in solidarity benefits everyone. These are the same values that are intrinsic to the United Association. These veterans are among the best our military has to offer.

It has certainly benefited the UA to have access to these men and women, but that isn't the only reason the VIP program was established. It has been said many times, but it can always bear repeating: It was the right thing to do. We wish that we could do more, but we are glad that these veterans now have a career path that will enable them to provide for their families throughout their working lives.

Far too many veterans lack opportunities like those found in the United Association. Suicide rates are still far too high, and it is heartbreaking to think of the suffering our military men and women endure because



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of PTSD (post-traumatic stress disorder) and other issues. Some estimates are that 40,000 veterans are homeless on any given night in America. This is a nationwide problem that veterans groups, as well as the Department of Veterans Affairs, are working to solve.

The VIP program has evolved over the years, and we learned many lessons during the past decade. We understand now how important it is to support our VIP members beyond the immediate training they receive as they transition into civilian life. Our local unions have played such a significant role in this process, and it makes me proud to be a UA member when I look at the generosity, support, and encouragement our locals have given our VIPs.

We are also grateful to the military leadership on the bases where our VIP programs are in place. Without the support and commitment of the officers and staff on the bases, we would not have had such outstanding success.

Congratulations to everyone who has contributed so much to this program. We look forward to another 10 years!

Patrick H. Kellett

The Pulse—

United Association Veterans in Piping Program—A True Measure of Success



*By Major General Anders Aadland,
U.S. Army (Ret.)*

They say an idea or program is best judged not by the originator or performer, but by those who are impacted by it. It is in this context that the success of the United Association (UA) Veterans in Piping (VIP) program can be truly adjudged. As a UA VIP senior consultant and intermediary to the Department of Defense (DoD) senior leaders, I have heard those judgements and seen the impacts of the VIP program and many others in a growing field of career skills training programs across our nation's military installations. From senior General Officers and DoD civilians who are tasked to not repeat the failures of the past, when departing service members (SMs) were “kicked to the curb” and went from the front lines to the unemployment lines, to the Soldiers, Sailors, Airmen, and Marines who served honorably and require and deserve second career opportunities upon completion of their service—these are the impacted people upon whom the VIP program has made its mark.

First, let's look at the past. Stemming from Vietnam through the Cold War to the post-9/11 Gulf wars, our military services were not focused on or invested in the transition needs of departing SMs, resulting in lack of employment and self-esteem of especially lower-ranking enlisted personnel who lacked marketable skills in private industry. Having served honorably in defense of our nation's freedom became a thankless afterthought, and veteran unemployment rates grew to unacceptable levels.

This dismal track record became a major concern of the DoD and Congressional leaders who understood the needs of an all-volunteer force engaged in decades-long combat. The leadership conscience knew this shabby treatment of departing SMs must not continue, but the DoD had few resources programmed to address the problem. High veteran unemployment rates were accompanied by disturbing trends in the construction and manufacturing industries that saw increasing shortages of young craft trade-skilled workers who would have to replace the aging journeymen baby-boomers who are retiring.

The United Association's determined initiative to invest dollars, people, equipment, and political capital to make it possible for departing SMs to retrain as welders, HVACR (heating, ventilation, air conditioning, and refrigeration) service technicians, sprinkler fitters, and pipefitters was an answer to many needs; it was what we like to call a WIN-WIN-WIN! Win number one goes to our nation's economy and the industrial engine that drives it by filling the apprentice and journeyman ranks with young, strong, disciplined, and technically certified workers to answer the skilled workers' shortages in the construction and manufacturing industries. Win number two goes to the Department of Defense, answering the needs of departing SMs with rigorous career skills training programs like VIP to ensure proper care for those who served and their families in second-career



opportunities at minimal cost to the DoD budget, delivering on the promise of lifelong care for those who volunteer and serve. Win number three goes to the Soldiers, Sailors, Airmen, and Marines and their families who seize the opportunity to earn a proud and productive second career in the pipefitter, sprinkler fitter, and HVACR service technician trades through the VIP program at no monetary cost to them.

So, what is a true measure of success? The DoD senior leaders who have a vested interest in transition programs refer to VIP as the standard setter—the model program against which all other career skills training programs are measured. The former Commanding General of the U.S. Army Installation Management Command (IMCOM) said, “Why can’t you do more faster? We would like the VIP program to be on every Army post.” IMCOM’s Director of Human Resources said the characteristic that most clearly separated VIP from other career skills programs was its fierce dedication to keep its promise of 100 percent job placement for VIP graduates. “VIP sets the standard,” she said, “and we value our partnership with the United Association to continue to support and expand this outstanding program.” Through graduation ceremonies, many DoD, federal, and state government leaders have witnessed firsthand the transformation of combat-proven warriors with no previous experience in the pipefitting trades, as

they become confident, certified, and employment-ready through the rigorous training of VIP. They have witnessed the emotional testimonies of those whose lives have been changed by VIP.

There are many vital components to the success of the VIP program, and each requires management and support to overcome challenges to ensure this success continues. Mike Hazard and his small program management team expertly lead at the front lines, but the UA/ITF supporting cast is critical to its success. Every regional International Representative and UA Local Union Business Manager and UA signatory contractor has a stake in the guaranteed placement of every VIP graduate into productive employment. VIP instructors are the life’s blood of the installation-level programs, and the local unions that prepare, support, and provide them to the VIP program are part of this team effort. The UA’s huge annual investment in training rounds out the picture that makes the VIP machine run well, underscoring the confidence that the impacted people in government and industry so sincerely enjoy.

The hard-core, four-deployment combat-proven ex-infantryman, now a certified VIP welder headed for a new career, says, “I’ve come from one brotherhood to another, and I thank the UA for everything it has done to give me and my family this great opportunity. I will not let them down.”

Veterans in Piping Program—

By UA Training Specialist Mike Hazard

The United Association's Veterans in Piping (VIP) program was established for three reasons. The number one reason was to minimize the very high unemployment rate that our nation's military service members face as they transition from the military into the civilian workforce. Secondly, our membership is aging, and we have a lack of skilled young women and men who are joining our ranks to replace them when they retire. And third, it's just the right thing to do, and as General President Mark McManus says, "The Veterans in Piping program provides our military men and women the ability to live with the dignity that they deserve!"

The VIP program was established in 2007. At that time, the program was available to veterans, reservists, and for those serving in the National Guard. The VIP program was a great opportunity for this very deserving group of individuals, but several major issues surfaced that forced us to implement changes.

Although the program has always been free to participants, many students just couldn't go without a paycheck for 18 weeks, which was the length of the program. For some, it got so bad that they were living in their cars, and for others, it meant that they couldn't feed themselves or their families. Regardless of how bad these students needed or wanted to take advantage of this opportunity, these hardships resulted in low graduation and post-graduation retention rates.

UA leadership, along with UA VIP Consultant Major General Matthew P. Caulfield, USMC (Ret.), decided that the path forward must incorporate filling this pay gap by providing training to the veterans prior to their transition from the military. In essence, training them while they're still on active duty. The thought behind this was that this way, prior to departing from the service, we could get them the skills that they need to leverage a great starting position with the UA.

Maj. Gen. Caulfield took this idea to the Commandant of the Marine Corps, who agreed to let us do a VIP pilot program at Marine Corps Base Camp Pendleton in California.

Upon completion of the first few classes, it was very apparent that this active-duty model of VIP was going to be successful. It immediately solved many of the issues that we faced in the early days of VIP, and most importantly, it provided a better learning environment for the students. Because they were still in the service receiving a paycheck, and they had a roof over their heads, they were able to focus on the training and take full advantage of the opportunity that the program presents. The active-duty model also provided a much larger pool of applicants from across the country. VIP graduates often want to return home to continue with their apprenticeships. These factors, coupled with the Marine Corps and the UA's shared desire of wanting only the best Marines in the program, truly strengthened an already great program. In fact, our Marine Corps partners not only conducted interviews with us, but they also ensured that once the class was selected, any students who did not display the initiative, drive, and dedication that we were looking for would be removed and sent back to their units. This ensured that we were now sending only the best possible ambassadors of VIP out into the UA ranks.

As with so many other good deeds and great things that unfortunately come to an end, it seemed this would also be the fate of VIP when we sought to remove the word "pilot" from the program and expand it to additional military installations. The JAG—yes, the military lawyers—got involved and determined that it was not permissible for them to allow an outside agency to come onto a base and train active-duty military personnel for a job outside the military. This roadblock meant that not only were we not going to be able to expand the program, but that we were done. The pilot program was over, and VIP was history!



The First 10 Years

Maj. Gen. Caulfield took this news to the UA, and without missing a beat, the reply was, "Then let's change the law!" The UA went to work with Senator Patty Murray and many others, who wrote the Vow to Hire a Heroes ACT. The VOW sailed through Congress with unanimous support and was signed into law by President Barack Obama in record time on November 22, 2011. Along with some accompanying military implementation instructions, we were back in business.

The Camp Pendleton VIP welding program was back in session, and our Washington State VIP welding program that was operating out of Local 26 in Lacey, WA, was transitioned to an active-duty model VIP program with Army and Air Force service members who were being recruited and trained from neighboring Joint Base Lewis-McChord (JBLM). An additional HVACR VIP program shortly followed at JBLM to stand alongside our welding program. At this time, we had a third welding program located at Camp Douglas in Wisconsin, which, because of logistics, was relocated to Fort Carson in Colorado Springs, CO. Our expansion of VIP continued for another three years, as we added welding programs at Fort Hood, TX; Fort Campbell, KY; and Camp Lejeune, NC. A second HVACR VIP program was launched with the Navy at Naval Station Norfolk, as well as a sprinkler fitter VIP program with the Army in Fort Sill, OK, which has since been relocated to Fort Campbell, KY, to operate alongside our VIP welding program.

The rapid expansion of the VIP program was very well thought out and executed. With our standing commitment to our military partners and our concept of staying small, open-minded, and adjusting the program when needed, we will be in the VIP business indefinitely. The VIP program has had a life-changing effect for so many of our graduates, and that's something all UA members and our contracting partners need to be proud of!



Mike Hazard

UA Training Specialist
Veterans in Piping (VIP) program
United States Navy veteran, First Class Petty Officer (E-6)
Aviation Rescue Swimmer and HH-46 Crew Chief



Nicole Jeup

UA Veteran Advisor
Veterans in Piping (VIP) program
Service Member



Nine Programs—Seven Bases—

“The Veterans in Piping (VIP) program continues to be one of the most gratifying programs we have developed. To individually name all of the contributors to this program would be nearly impossible. The development of the VIP program portrayed an all-hands-on-deck approach, and it would not have been made possible or continue to be as successful as it is without the dedication and commitment of the General Office, the UA Education and Training Department, the International Training Fund (ITF), top military officials, the Department of Defense, the Department of Veterans Affairs, our military consultants, International Representatives, Special Representatives, Business Managers and Business Agents, Local Union Training staff, Pipe Trades Associations, our contractor partners, and every journeyman and woman who has taken the time to guide our veterans on their way to a successful career with the UA. For that, we will be eternally grateful.”

- General President Mark McManus

2008

Local 26, Lacey, WA, launches VIP welding program for the Washington State National Guard at Camp Murray. Local 26 was chosen because of its proximity to seven military sites, including Joint Base Lewis-McChord (JBLM). The entire first class of the inaugural VIP class at Local 26 graduated, and the participants were celebrated by Governor of Washington State Chris Gregoire, who saluted the graduates by stating, “We are a country that needs our infrastructure to be built and rebuilt. We need the workforce of today and tomorrow to make that possible. This is the beginning of that opportunity, not just here in Washington State, but around the country.”

2009

June 30 U.S. Marine Corps Base Camp Pendleton, San Diego, CA, welding program’s first graduation for active-duty Marines trained on base at Camp Pendleton. Attending the graduation were top UA leadership, Marine Corps leadership, and numerous other UA dignitaries and contractor representatives.

At the graduation, Major General Matthew P. Caulfield, USMC (Ret.), stated, “The unemployment rate of U.S. armed service veterans ages 22 to 24 has reached as high as three times that of non-veterans in the same age group. The discipline, ethics, and values taught in the military are not considered tangible assets on a job application.”

These statistics prompted a response from the United Association. “These men and women have given so much to their country, and we want to reward them with a lifelong career after their service to their country,” General President Bill Hite said. “It’s the right thing to do.”

2011

January 19 Department of Labor Secretary Hilda Solis visits the UA VIP program at Camp Pendleton. She said, “The program here is impressive and aggressive. Almost every graduate has been placed in the best careers in the piping industry. Who deserves that more? Who has earned that more than the men and women of our armed forces?”

General President Bill Hite said, “This is not just about jobs. It’s about careers and helping our veterans live that American dream.” Colonel Nicholas Marano, USMC, Commanding Officer of Camp Pendleton, said, “Today we recognize the unique partnership between the Marine Corps and the United Association. I feel completely at home with the UA. I am a member of one brotherhood, the U.S. Marine Corps, working with a brotherhood of plumbers, pipefitters, and sprinkler fitters. I feel very good about a Marine trading in his Kevlar helmet for a welding hood.”

April 12 General President Bill Hite receives the Distinguished Service Award from the Military Officers Association of America (MOAA). General President Bill Hite accepted the award on behalf of the Veterans in Piping program at the Cannon Office Building Caucus Room. Admiral Steve Abbot, U.S. Navy (Ret.) of the MOAA, who presented the award, stated that the UA does more than any other organization in training and placing veterans in meaningful careers. The General President thanked the UA’s leadership, as well as all of the instructors and local unions and contractor partners who participate in the program’s ongoing success.

—Over 2,000 Graduates

2012

June 2011

Fourteen VIPs graduate from inaugural Camp Douglas VIP program in Wisconsin. This program becomes the third VIP welding program for the UA (Fort McCoy and Camp Douglas, WI). Over 200 veterans representing all branches of the military completed the program.

November 22

The Amendment of Title 10—a Critical Milestone for the VIP Program.

VOW to Hire Heroes Act of 2011 was passed unanimously by both Houses of Congress and signed by President Barack Obama on November 22, a week after it arrived on his desk. The National Defense Authorization Act for Fiscal Year 2012 followed shortly. This legislation cleared the path for the training of active-duty service members on base for non-military careers.

June 2012

Local 32, Seattle, WA, expands VIP program to offer HVACR classes and graduates first class. Support from the local's leadership, the Mechanical Contractors Association of America, the UA's contractors, and HVACR program Instructor ensure the success of the program.

Mike Hazard, Executive Director of the Southern California Pipe Trades Apprenticeship and Journeymen Training Trust Fund, becomes the liaison for the UA VIP program at Camp Pendleton.

2013

Sept/Oct 2013 *UA Journal*

Mike Hazard is appointed Training Specialist for the International Training Fund and is assigned to oversee the VIP program in the United States.

JBLM HVACR program moves from Local 32 to the Army Continuing Education System's Stone Education Center. Training Specialist Mike Hazard stated, "JBLM Commander Colonel H. Charles Hodges Jr., Command Sergeant Major Ron Johnson, and Army Education Chief of Advising Amy J. Moorash and staff have all been unbelievably supportive of the program. The support has been instrumental in its success. The UA VIP program is truly a team effort. It's a team consisting of UA members, U.S. military members, Department of Defense employees, Veterans Affairs employees, and local civilians."

Assistant General President Steve Kelly spoke to the graduates, stating, "You have to commit to lifelong learning in this particular kind of trade. ... The more technical your trade, the deeper your commitment has to be to continue with your education. The fact is, technical trades, like the one you are about to go into, are not static. They continue to evolve, and as the years go by the speed of that evolution continues to accelerate."

Director of Training Chris Haslinger led the charge, stating, "Your future is open with endless possibilities, but always remember—every job is an opportunity. Every job is a stepping-stone to the next stage of your career. The skills you display, and equally important, the attitude and drive you portray on the job will be a reflection of your character. That is what will define you in the years to come."

May 23

July 2013 *UA Journal*

First VIP welding program graduation for active-duty Army soldiers was held on base at Joint Base Lewis-McChord (JBLM).

General Secretary-Treasurer Mark McManus said, "In the beginning, we believed the VIP program to be a gateway for our veterans. We believed that our veterans earned a secure future and a life with opportunity. We know we can never really repay our military men and women for the extraordinary service that they have given our nation. General President Hite believed there was something the United Association could do to thank these fine individuals—to set them on a path that would lead to a lifelong career."

(continued on page 14)

“The average guy who comes out of the military already knows a lot of the practical things—like getting to work on time and the importance of all of those other things that go along with being a good employee.”

– Mike Trapp, CEO and owner, Olson Plumbing and Heating, Colorado Springs, CO

2014

U.S. Army Fort Carson, Colorado Springs, CO
VIP welding program expanded to Fort Carson and taught out of Local 58, Colorado Springs, CO. On March 7, 2014, Plumbers and Pipefitters Local 58 was honored to graduate the first ever VIP welding class.

The second graduating class for the VIP welding program at Fort Carson (Local 58, Colorado Springs, CO) welcomed Governor John Hickenlooper as their keynote speaker. Governor Hickenlooper took time to speak with each graduate. At the graduation, he said, “This program is so valuable. You have a confluence of critical needs—you have people who have volunteered to protect this country, who have put their lives at risk to protect our freedoms, and for that, we have an obligation. When they come back, we need to make sure they don’t just have a job, but they have a job that is a real career. What this program does is utilize their skill sets; it builds on the character and talents of these returning vets and enhances those skill sets, so they are going to be able to go out and secure great jobs—jobs where they will really be appreciated.”

Training Specialist Mike Hazard said, “Each one of you who is graduating today has endured countless achievements and has overcome challenges that most civilians will not experience in their lifetimes. ... By growing through skills training, you are paying forward for a better world tomorrow. Your selfless service as service members and veterans of the United States Army has improved the quality of life for all of us.

Your future work in the trades will continue to impact us all through your contributions to rebuild the infrastructure across our great nation.”

“I am not sure if most realize the impact that this program has had on our soldiers,” Fort Carson Garrison Command Sergeant Major Clinton J. Reiss said, “and more importantly, the ripple effect it has on the future of our country. ... At some point, everyone transitions out—whether you serve 10 years or 30. It’s programs like this that address the problems that veterans face, such as homelessness, unemployment, and the risk of suicide—programs that were not available to soldiers before. Soldiers are people who people want to hire. They will show up on time, work hard, and they have values, ethics, and leadership skills. These are all things that are priceless to employers. They are disciplined, selfless, and innovative. They will serve your organization well.”

VIP welding program expanded to U.S. Army Fort Hood, TX.

Director of Training Chris Haslinger said, “Being part of Fort Hood’s first-graduating class comes with responsibility, the responsibility to carry the torch from this day forward for your Brothers-in-Arms so that they too can become part of this great organization. Your successful completion and continued training as an apprentice will open the door for those coming behind you.”

Special Guest Speaker Major General Anders (Andy) Aadland, U.S. Army (Ret.) stated, “I love the motto, ‘taking care of

our own,’ because isn’t that apropos for the ceremony, and what we’re doing here today. ... Your hard work is paying off as you have reached the pinnacle of your new career as a United Association welder.”

VIP welding program expanded to U.S. Marine Corps Base Camp Lejeune, NC.

At the inaugural graduation, Camp Lejeune Command Sergeant Major Paul Berry said, “This is a premier program. This is one of the few programs where it’s tangible and it’s measurable. ... The fact that these Marines get guaranteed placement after they successfully complete the program is exceptional. You can’t put a price on that—that’s just amazing.”

Colonel Yori R. Escalante, Deputy Commander Marine Corps Installations East, stated, “To the Commanders and staff from the units that provided these Marines who went through this program, I thank you. They understood the importance of ensuring our Marines are ‘transition ready’ and released their Marines for 18 weeks to participate in this extremely valuable program. That release for 18 weeks is a sacrifice for the base commanders—there is no doubt about that—but they understand what is at stake, and today, they are proud to see their Marines graduate, and more importantly, they rest assured that those Marines will be part of the highly skilled piping profession of the United Association.”

VIP welding program expanded to U.S. Army Fort Campbell, KY.

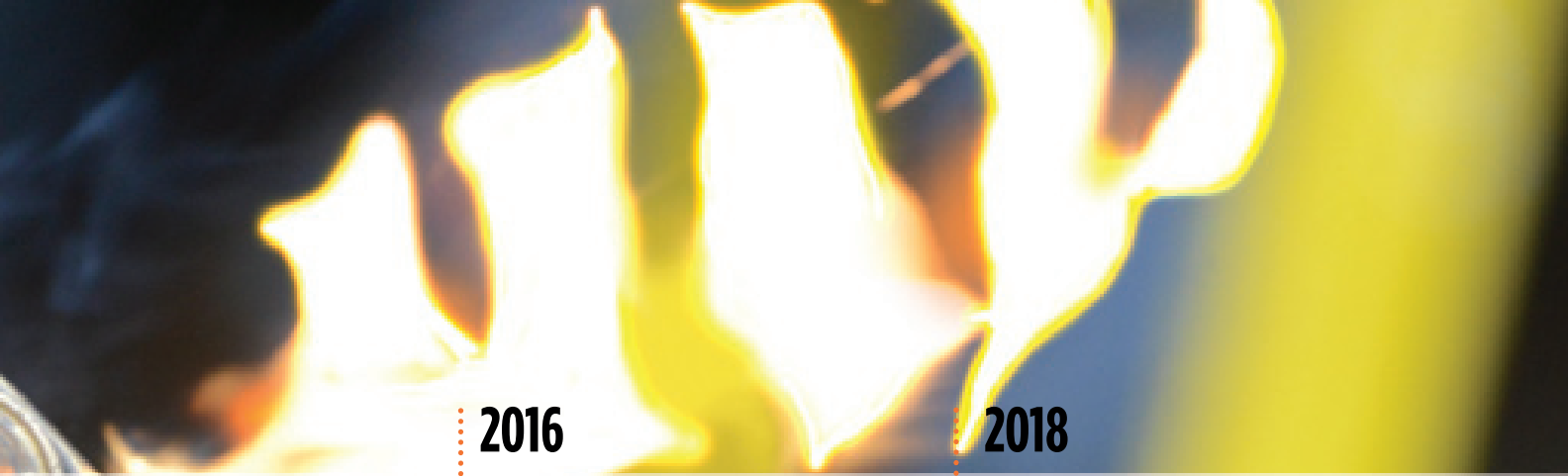
2015

On April 24, 2015, Lieutenant General David D. Halverson, Assistant Chief of Staff for Installation Management, attended the inaugural graduation, among other military and United Association dignitaries. International Representative Dave Posey addressed the graduates, stating, “Our trade is looking for new members ... to satisfy our needs great and small. We are looking to all of you who are graduating today for that accomplishment. You are the ones who were trained to fight, and we deeply respect that, as we fight on a daily basis as a skilled trade organization for the rights of working men and women. We fight to win—as you have done—to get our message out that there is no substitute for a highly skilled and productive UA craftsman and woman.”

September 3, 2015, Governor of Kentucky Steve Beshear and top military brass speak at Fort Campbell, KY, welding graduation.

VIP fire sprinkler fitting program started at U.S. Army Fort Sill, OK, (also accepts applicants from Fort Riley).

Russ Hardy, the UA Sprinkler Fitters Local 669, Columbia, MD, Business Agent, said, “I’ve been to Fort Sill, and I



know the instructor there, Robert Carr. I knew him from when he worked in the field, and I knew he'd be an excellent instructor. I think it's awesome that the UA has these programs. I think we all have to do something to help our very deserving military with a smooth transition. I feel like these candidates have an edge over say someone coming straight out of high school or college. They're disciplined. They know what hard work is, and they take direction really well. The high schools have gotten away from shop classes and classes that expose kids to working with their hands. These programs are re-introducing those skills to a very deserving audience."

The International Training Fund (ITF) publishes a bi-annual publication entitled *CareerOps* for on-base promotion of the Veterans in Piping program, which portrays personal stories of VIP graduates transitioning to their UA careers.

Since its inception, *CareerOps* has been the recipient of the annual APEX Award for Publication Excellence.

2016

VIP HVACR program starts at U.S. Naval Station, Norfolk, VA, and is an immediate success.

June 9

Governor of North Carolina Pat McCrory attended and spoke at the Camp Lejeune VIP Welding graduation.

2018

VIP sprinkler fitting program is moved from U.S. Army Fort Sill, OK, to U.S. Army Fort Campbell, KY, and continues to offer veterans jobs as UA sprinkler fitters.

We Honor Our VIP Instructors

WA State/Joint Base Lewis-McChord (JBLM), Lacey, WA, (since 2013)

Program focus - Welding; Heating, Ventilation, Air Conditioning, and Refrigeration (HVACR)

Jay Clevenger
Mike Murphy
William McLaurin
Dave Gibson
Kris McAferty
Jeremy Rood

Wisconsin VIP

Todd Nicholas

U.S. Marine Corps Base Camp Pendleton, San Diego, CA, (since 2009)

Program focus - Welding

Richard Trusty
Karen Trusty
Sonny Castillo
Antonio M. Castillo
Domingo Gallegos
Danny Cornejo
Roberto Cadenas
Sean Ellis
Jason Culkin

U.S. Army Fort Carson, CO, (since 2013)
Program focus - Welding

Aaron Schultz
Bowie Gregg
Jason Smith
Rick Henry

U.S. Army Fort Hood, TX, (since 2014)
Program focus - Welding

Micah Tyler
Louis Purcella
Alvin Davis
Lloyd King
Scott Blow

U.S. Army Fort Sill, OK, (since 2015)
Program focus - Fire Sprinkler Fitting

Sam Sanchez
Robert Carr

U.S. Army Fort Campbell, KY, (since 2014)
Program focus - Welding

Michael Smith
Barry Richardson
Curtis Amos

U.S. Marine Corps Base Camp Lejeune, NC, (since 2014)
Program focus - Welding

Mike Cummings
Ray Smith
David Porter
Billy Platt

U.S. Naval Station Norfolk, VA, (since January 2016)
Program focus - Heating, Ventilation, Air Conditioning, and Refrigeration (HVACR)

Robert Vilches
Marvin Donnell



Embracing Her Skills as a

The fifth class for the VIP welding program at Camp Lejeune included two women, and it just so happened that one of those women, Rachel LaBlance, graduated at the top of the class. Bill Platt, a member of Plumbers and Pipefitters Local 630, West Palm Beach, FL, is the VIP welding instructor at the Camp Lejeune, NC, VIP program.

Brother Platt said, “When I first met Rachel, I knew right away that she was going to be an asset to any local that she was going to go to. She jumped right in and started unloading trucks, and to be honest, she outshined everyone. Rachel had some welding experience as a Marine aircraft welder—with different techniques, but a welder nonetheless. She was a TIG welder welding aircraft frames and parts, but when a welder understands the weld puddle and the process of welding, it’s effortless to teach the other techniques and processes. Rachel understood all of that, and once we started training, she took to it incredibly well. She had never stick welded before, but she just took to it. She was one of the first to pass a weld test, and she ended up having more certifications than anyone.” Rachel graduated from the program with eight welding certifications and her OSHA-30.

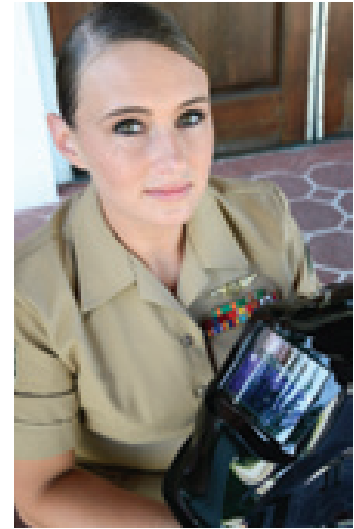
The way Rachel described events in her life is as if there had been a plan all along—a plan that had been designed for her. She stated that her participation in the welding VIP program at Camp Lejeune was part of that predestined plan. “Going through high school,” she said, “in my junior year, I had the opportunity to attend a vocational school. I had always had an interest in automotive mechanics. Growing up with a single mom in an all-female household, I don’t know where I got that from. I just always had an interest in vehicles and auto mechanics. During that time, I welded a little bit, but not much.”

Rachel joined the Marines after accompanying her brother-in-law to meet with a recruiter. At the time, it wasn’t her intention to join the Marines. As she described it, she “just happened to be there.” She continued, “The recruiter started talking to me. He asked me what I planned to do, and he introduced me

to Motor T in the Marine Corps. There are two avenues you can take—a mechanic or a driver. I was originally interested in being a mechanic, but I failed the depth perception test, so that avenue was no longer an option, and I became what they refer to as ‘open contract’ in the Marines. I was lucky enough that they filled me in as an aircraft mechanic. So, I went to Pensacola, FL, for my A School after I graduated from Boot Camp in ’09. Once I graduated from A School, I went to Naval Air Station, Oceana, VA, to learn the basics of aviation and airframes. I learned deposit, fiberglass, and carbon repairs, and I got my first distinction at Cherry Point, shortly after I raised my hand to go through a three-month welding program that taught me how to TIG weld. I could do welds that passed x-ray. I recertified every year and continued to do that for eight years. I deployed in 2011 as an aircraft welder. We were only deployed if there was an incident in which an aircraft needed to be repaired. I was the only welder with my squadron, so it was a lot of pressure.”

While in the Marines, Rachel got married and had two children, Colton and Mia. She felt it was time to go home. Her readiness officer told her about the VIP program, and right away, Rachel thought it would be the perfect fit. She initially had some concerns about whether the program’s start date would coincide with her transitioning schedule, but she credits her commanding officers from her small unit with making it happen. “The fact that they let me participate in this program was amazing,” she said.

After completing the program, Rachel was assigned to Plumbers and Pipefitters Local 101 in Belleville, IL, to continue with her apprenticeship training. She had family in the area and felt it would be a great place to raise her family. Local 101 is home to the Prairie State Energy Campus, which was built and continues

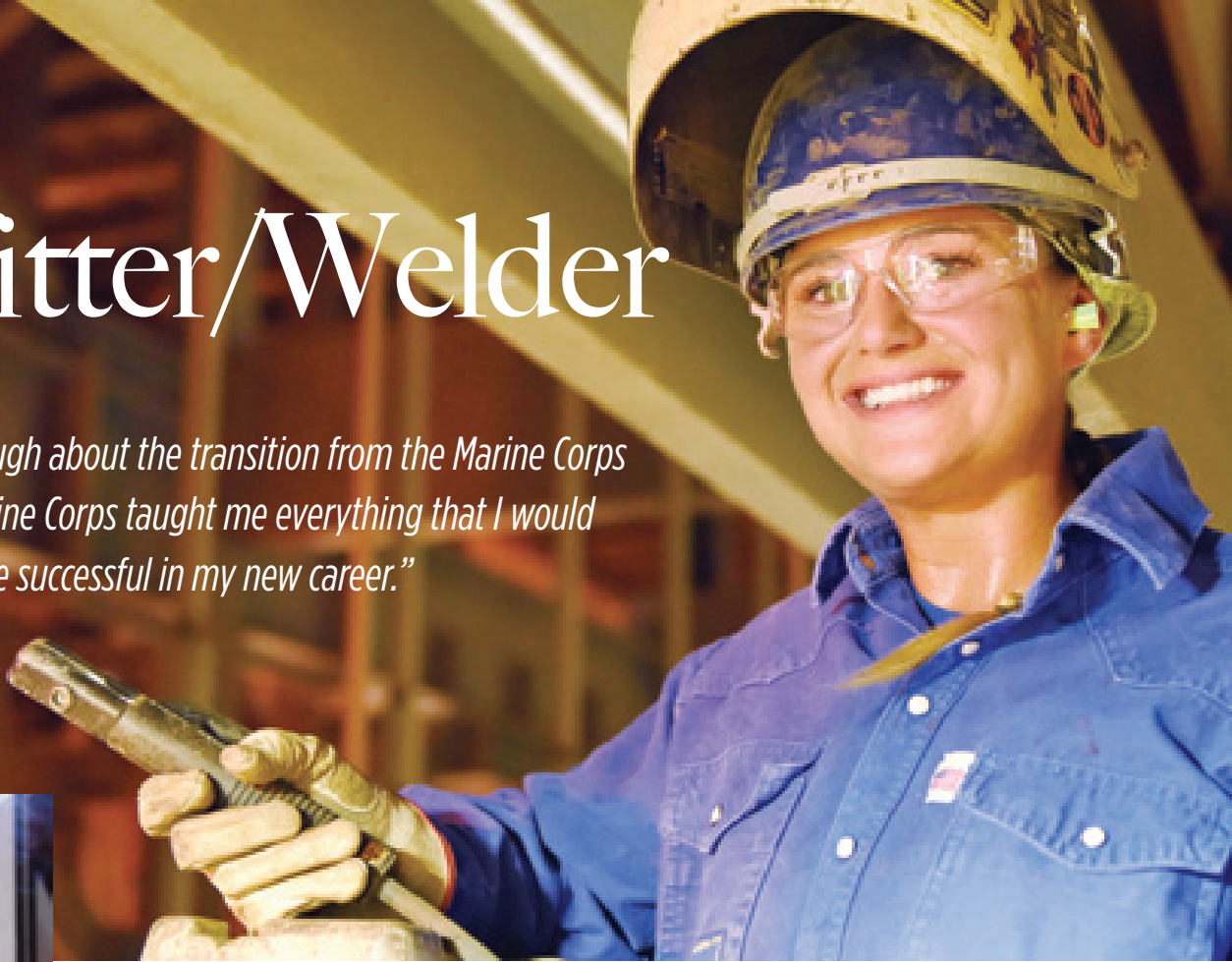


“Rachel had some welding experience as a Marine aircraft welder—with different techniques, but a welder nonetheless. She was a TIG welder welding aircraft frames and parts, but when a welder understands the weld puddle and the process of welding, it’s effortless to teach the other techniques and processes.”

– Bill Platt

Pipefitter/Welder

"I can't speak enough about the transition from the Marine Corps to the UA. The Marine Corps taught me everything that I would need to know to be successful in my new career."



Rachel LaBlance

to be maintained by UA labor. Rachel's VIP instructor, Billy Platt, explained, "When Rachel was placed in Local 101, Business Manager Scott Deitz requested that she have a couple of specific certifications that are required to work at the Prairie State Energy Campus. We got her trained in those processes with no trouble at all. She ran three coupons, and on the fourth, she tested. I got into the weld booth with her, and she followed everything I did. She is going to be a star UA welder for years to come. I'm very proud to call her my friend."

Rachel is now a fourth-year apprentice, and she loves what she does. She also remains in touch with Billy Platt. She will turn out as a journeyman in August. She stated, "I can't speak enough about the transition from the Marine Corps to the UA. The Marine Corps taught me everything that I would need to know to be successful in my new career. Initially, when I first came on the job, I worked with my steward. I think they were feeling me out to see where I would fit in the best. I am a single mom now, and I must say that the union hall has worked with me tremendously when it comes to working out my childcare issues. My kids often stay with their dad when I'm working. My son is

eight, and my daughter is now four. I do miss the Marine Corps, but between work and raising my kids, I don't have a lot of spare time. I'm currently going through a med gas class through my apprenticeship so that I can work in hospitals. I am trying to prepare for everything. Down the road, I would love to be a VIP instructor at a Marine Corps base. I will work on getting my CWI (certified welding inspector) certification in the future to be eligible for that. I'm also interested in attending the Instructor Training Program in Ann Arbor to learn to be an instructor."

Looking back on the program, Rachel had some final thoughts. She said, "Applying for the VIP program was the best decision I ever made. I always encourage other Marines to try to get into the program. There will always be naysayers wherever you go. You just have to stay focused, keep your mind in the game, and have goals to continue to work toward." As Rachel prepares to turn out as a journeyman, she continues to up the bar regarding her own aspirations. With the training and support she receives from the UA, Rachel's goals will be within her reach.



Sam has Been Rewarded for His Love of the Outdoors

“I joined the Army as an infantryman right out of high school,” Sam Phipps said. “Ever since I can remember, it was just something that I felt I needed to do and had an obligation to do. I was stationed at Fort Lewis (Joint Base Lewis-McChord). I was in for four years and deployed to Afghanistan in 2011. Transitioning out of the Army is probably the scariest part of the military. I have two kids now, but at the time of transitioning, I just had my oldest son, who was six months old at the time. I felt a lot of pressure during that time to find something that would allow me to take care of my family.”

Before Sam had kids, he had aspirations to do some overseas contracting once he got out of the Army. He said that once he had his son, that plan was no longer an option, and he viewed the birth of his son as a game-changer for his life's goals. Sam grew up in the small town of Elsberry, MO, about an hour from St. Louis, and he felt a strong pull to return home with his family.

He said, “I remember talking to someone back home about getting into the union (United Association). I didn't know much about it at the time. He told me when I returned home that I should go to technical school to study HVACR (heating, ventilation, air conditioning, and refrigeration). I could tell he had done well for himself in this trade. While I was still in the Army, I was talking to one of my guys in my platoon about what I wanted to do when I got out, and he said, ‘Why don't you check out the VIP (Veterans in Piping) HVACR program right here on the post?’ I told him I would, and I did.”

Sam attended the information session about the HVACR service technician VIP program. He said, “I went in and applied for a position in the class. I had no idea what I was getting myself into. I went in for my interview, and the place was packed, and I thought there was no way I was going to get into this program just by being an infantry guy. I went into the interview, and there was a group of guys sitting there who just kept shooting off questions. I thought it went pretty well when I finished, and then I got the phone call that I was selected.”

Sam said the program was an incredible experience. “It is the greatest thing I've ever done,” he stated. “It just set me up for life, and not just for myself, but for my family too.” Sam described his lead VIP instructor, William McLaurin, who was an Army veteran himself, as an accomplished United Association HVACR journeyman and instructor who was “such an intelligent and patient guy.”

As Sam neared the completion of the program, he was asked where he would like to be placed to finish his apprenticeship with the United Association. He wanted to return to St. Louis, and that is exactly where he was placed. Sam joined the HVACR apprenticeship program at Plumbers and Pipefitters Local 562 in St. Louis and was immediately hired by Murphy Company as an HVACR service technician.

“They rolled out the red carpet for me,” he said. “I went through orientation, got a van to work out of, and they said, ‘Can you start today?’ I asked them if I could take 30 days off first, and they said, ‘Sure!’ I was given a phone, an iPad, and a van. I received everything I needed to be successful in this industry. It was just incredible.”

Sam has most recently completed his apprenticeship and has turned out as a journeyman, and he described a typical day. “I get dispatched via my iPad, and I get the week's plans at the end of the week for the following week. So, if I have a lot of maintenance calls, I can go ahead and plan my week accordingly to get my 40-hour work week in. In between those, I might have some service calls or whatever else the other technicians at Murphy Company might need help with. The people I work with are the greatest. I can call up and say, ‘I need some work hours if it looks like we have a light work week,’ and they'll say, ‘Come on out.’”

He continued, “Each technician is responsible for one week of on-call duty twice a year. If you're comfortable enough as a third-year apprentice, you can get that. The training I received in the VIP HVACR program was great, and a lot of it put me ahead of my apprentice classmates. By the time I got to the local, I had

Sam Phipps

CAREER FOR VETERANS



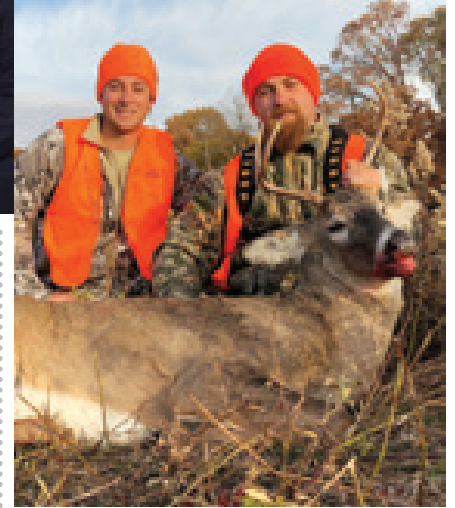
"I had the privilege to have this young man and his mother out from Kansas in hopes to harvest his first deer during our Missouri youth hunt in 2017. His mom is active-duty Army and has been serving our country for 23 years and counting. Her son, Adam, survived stage-four neuroblastoma cancer, which has never slowed him down. With the help from my brother, Josh, Adam was able to pull it off on the last morning, which just so happened to be his 10th birthday. This night here is one I'll never forget!"

already had my OSHA (Occupational Safety and Health Administration) and EPA (Environmental Protection Agency) certifications." For Sam, it wasn't all about the training he received though. He stated that the individuals who run the VIP program and the leadership at his local union understand the hardships and challenges transitioning from the military can produce. He said, "I love the local union environment. The camaraderie is like the military. It's like a big family, and they take care of you." The local union environment has also become a stage for something that Sam is extraordinarily passionate about. While in the military, Sam met a fellow soldier by the name of Eric Bakken. In 2010, while patrolling at a remote outpost in Afghanistan, Eric, along with two other soldiers, dreamt of forming a non-profit organization that would help get veterans of all branches of the military outdoors. Sadly, one of the soldiers who had this first dream was killed in action. The dream was realized as "The Fallen Outdoors." Today, "The Fallen Outdoors" promotes fishing, big-game hunting, and everything in between. As an avid bow hunter, Sam became vested as part of this team in 2012 and has guided numerous bow hunting initiatives with veterans, some of whom have suffered catastrophic injuries in combat. The guides vol-

unteer their time, and the trips are made possible through donations to the organization. This year, the organization will facilitate 18,000 hunting and fishing trips across the country, reaching a total of 150,000 service members. Sam said, "Every year, Local 562 holds a bass fishing tournament. The fees associated with this tournament are donated to various organizations. One of the guys approached me this year and told me that they had chosen "The Fallen Outdoors" as one of the charities. They donated \$4,000 to the organization. I was just overwhelmed." He continued, "There was a big AFL-CIO conference, and our Business Manager, John O'Mara, asked me if I would walk the American Flag out. While at that conference, I met Union Veterans Council Executive Director Will Attig. I was talking to him about 'The Fallen Outdoors,' and he called me and said, 'How would you like to be the liaison between the Union Sportsmen's Alliance and the Union Veterans Council to work on getting veterans involved in land conservation for sportsmen and women? You could be extremely successful with this. The options are vast, and there is no limit to the possibilities.'" Sam seized this opportunity and started volunteering in this capacity. Sam stated that it is incredible to him that,



Sam attended the Local Union Officers Seminar in Denver, CO, with his local union's leadership. From left are plumbing apprentice Nick Gumm, Sam Phipps, Local 562 Business Manager John O'Mara, Local 562 Business Agent Billy Doherty, and Local 562 Assistant Business Manager Brian Nichols.



"Last November, we were able to fly out Army Infantry veteran Anthony Faas from Northern California for his first-ever whitetail deer hunt. Not only did we pull off his first harvest, but also got it done on none other than Veterans Day."

not only does he have a career that he loves, but that being a United Association member has been opening up doors to continue his passion as an outdoorsman. "My main thought," he said, "is to be the best and most proficient at my job. I want to be involved in getting more veterans into the trades. Down the road, I will work very hard promoting both the VIP and the Helmets to Hardhats (H2H) programs."

In September, Sam was selected to attend a Local Union Officers Seminar held in Denver, CO. This important seminar included top officers from all of the local unions throughout North America, as well as the senior leadership from the International offices that are in Annapolis, MD. Sam accompanied Local 562's officers and took part in several apprentice workshops that coincided with the local union officers' seminars. He also sat in on the opening and closing sessions with the delegates from North America. Sam stated that it was an incredible experience to have the opportunity to spend so much time with his local union's top officers and to learn about the initiatives from the General Office.

Today, Sam's passion for the outdoors has morphed into a full-time position with the Union Sportsmen's Alliance (USA). At his third volunteering event, he met the Executive Director of the USA, Scott Vance, as well as the President of the AFL-CIO, Richard Trumka. They were both impressed with Sam's dedication to conservation, and Scott Vance offered him a job as the USA's strategic accounts manager.

Sam said, "I was volunteering because I believed in it, and I was offered a full-time position, and it was like it wasn't real. I got the employment offer letter, and I took it to my Business Manager, John O'Mara, and I received his blessing, and he thought it was a great idea. I will always be a Local 562 member. I feel enormous pride being a Local 562 member."

The USA is the fastest-growing 501(c)(3) corporation. Its mission is to connect the union community, both members and contractors, through conservation. The organization promotes public access to hunting and fishing venues, restores parks, and fosters mentorships for generations to come. Funds are secured through various events held throughout the country, such as dinners, raffles, and clay shooting tournaments. The local host union puts on an event, and the funds secured are used for a project in that local union's area.

Sam said, "We are currently building a handicapped-accessible fishing pier in Florida. For the very first time, wheelchair-bound kids and adults in the community will have an opportunity to go fishing. Completing these projects has been so rewarding. At the ribbon-cutting ceremonies, we have a kids' day, where we introduce them to fishing and the outdoors. Our union members have so much pride in the skills they have, and you combine that with their passion for the outdoors, and it's a win-win situation for everyone. It also showcases our unions' commitment to their communities and conservation."

Sam feels very, very blessed. He stated, "When I got into Local 562, I felt like I hit the lottery. The stability offered to me, the health-care, our wellness center, and then to be able to work in a killer trade and earn a killer paycheck was just so unreal, and then I hit it again with the USA. I love everything that I do. I will always miss working around the guys in my trade. It keeps you going."

Sam concluded by stating, "The people you associate with will make you successful. I'm a firm believer in that. I know that the leadership, and my brothers and sisters in this local union, and everyone in the union community are vested in making me successful. It's an honor to be part of that."



- Sam Phipps

"My main thought," he said, "is to be the best and most proficient at my job. I want to be involved in getting more veterans into the trades. Down the road, I will work very hard promoting both the VIP and the Helmets to Hardhats (H2H) programs."



A Marine Comes Home and Finds Solace in Colorado

Gavin Maxwell

Editor's Note: Gavin Maxwell is currently employed with American Mechanical Systems of Colorado, and Jake Schley is employed at Braconier Plumbing and Heating. This article is a reprint from *CareerOps*, Spring/Summer 2016.

These Days you can find Gavin Maxwell at his new home in Hudson, CO, just outside of Denver, preparing for his day by scheduling routine maintenance appointments for his 25 customers that he has acquired working for Tolin Mechanical as an HVACR technician. Not only does he have his own customer base, but he also responds to service calls via the dispatcher at Tolin. As an HVACR technician, Gavin works on equipment that deals with heating, ventilation, air conditioning and refrigeration in the Denver Metro area. He has a brand-new truck with a license plate holder that reads U.S. Marines, Semper Fi. "I was with the Third Battalion First Marines (3/1) Lima Company out of Camp Pendleton, CA," he said. "My MOS (job) was 03 11. My first deployment was the 13th MEU, which was sent to Iraq. My second deployment was the 31st MEU, which is stationed out of Okinawa, Japan. We went all through the South Pacific to create a military presence there."

Gavin left the Marines in 2009. He took a TAP (transition assistance program) week-long

class that is designed to help Marines transition out of the military. It was in this class that Gavin first heard about the UA's Veterans in Piping (VIP) program. It was only the second VIP welding class offered at Camp Pendleton. It involved 18 weeks of intensive welding training to be followed by a five-year apprenticeship with one of the United Association's local unions to become a journeyman. Gavin was from Golden, CO, and he wanted to return to Colorado, so he joined Pipefitters Local 208 in Denver as a welder/pipefitter apprentice in 2009.

Gavin said, "When I first got out of the program, I was welding. I graduated with nine welding certifications and immediately started working for Tolin Mechanical on the commercial side. Because of the economy, work started to get a little slow, and I was laid off. I sat home for a few days. I was used to the steady military paycheck, so I went to my boss and said, 'I just really need to be working all the time.' He asked me if I wanted to transfer to their service side where you're guaranteed to be working all the time, plus overtime, so I

thought I would give it a try.”

Today, Gavin is a journeyman HVACR technician, and he is really happy with the choice he made. “I really like it. You’re somewhere different every single day, if not three or four times a week. You’re doing different things every day, and you’re fixing things, and for me, I like that end result—the finished product.”

As a journeyman HVACR technician, Gavin is highly skilled, and because of that, the wages and benefits he receives are impressive. “Financially, I’m doing really well,” he said. “When I got out of the Marines in my early 20s, I was making pretty decent money. But now, as a journeyman, it’s pretty substantial, and I feel like I’m actually making a difference compared to just ‘doing a job.’ I have quite a few friends from the Marine Corps who went to college, and they are either still in college, or they’re not doing what they went to college for. I have something I can use for the rest of my life anywhere in the country. If I wanted to move somewhere else, I would just have to talk to another local union to see if I could transfer in.”

The Butterfly Pavilion is one of Gavin’s favorite maintenance accounts. It is home to 5,000 animals, insects, sea creatures, and 1,600 butterflies. It is a favorite spot for children and adults alike in the Denver metropolitan area and is routinely overrun with children on school-sponsored trips. The butterflies exist in a tropical rainforest, and this environment is something that Gavin controls. “This is one of my favorite accounts. I like the humidity in what I call the butterfly room,” Gavin said. “There are eight fan-coil heating units in here, and there are two boilers. The boilers pump hot water through all eight fan coils. The biggest challenge we have is when it’s cold outside. When temperatures are below 20 degrees, the humidity and heat have to remain, or the butterflies will die. It gets very hard to maintain the proper temperature. We change the filters often, about every three months. We have to come and turn up the set point on the boiler, which is set at 185 degrees. The roof opens in the summertime, which is why they have all of the netting. I come once every three months and do about two-days’ worth of maintenance. I might get one service call in between that.”

Service Manager Jake Schley, Gavin’s immediate manager, is also a UA journeyman who turned out in 2005. His path guided him to a management position with Tolin, but he still maintains his UA Local 208 member card. He stated that Tolin Mechanical in Denver has four service groups and a fifth group that does facility staffing for Tolin Energy. Jake said, “I’m one

of the five groups. We target customers who want long-term relationships—customers who believe that by working together we can solve a lot of their problems. We get a lot of buildings that weren’t maintained or updated properly. We are tasked with bringing them up-to-date. A lot of that is driven by us, and we try to see how far we can stretch our funding. We do a lot of energy analysis, and we find a lot of low-cost and no-cost improvements that result in energy savings for our customers.”

When asked how Gavin, as ex-military, compared to other apprentices coming into the program, Jake replied, “Gavin is a lot more grounded, family oriented, and responsible. He’s very predictable, very well trained. When we bring apprentices in, we review what we need at the time, so I am very particular when I bring someone in. We pushed Gavin into this niche that we created, and I don’t regret it one bit. I’m glad we have him. His customers love him, and here at the Butterfly Pavilion, he can do no wrong. I need people who can take care of the customer and make them feel welcome and then own it. He is doing a really good job of owning his stuff.”

Gavin said the job is what he expected. He works 40 hours a week, unless he works overtime or is on call. He said, “On-call duties at Tolin run once every three months. You are assigned for a week. It’s not bad, Friday to Friday, and I would say, when I’m on call, I usually get three calls the whole week and one on Saturday or Sunday night. The perk of being on call is that just for being on call you get one hour of overtime for Saturday and one hour of double time paid for Sunday, and obviously any calls on top of that are overtime or double time if it’s on Sunday. So if for whatever reason you needed to make extra money, there is that option always.”

Gavin was heading on to the roof to do routine maintenance to the air-handling units, and he said, “You know, a lot of transitioning military just don’t know what to do when they get out. The VIP program is really great. It helps war fighters get a steady and well-paying job right out of the military. I feel like this program did a good job with helping me make that transition from military life to civilian life a little easier. The five-year apprenticeship was difficult at times, but if you apply yourself to learning the trade, and hang in there throughout the apprenticeship, it will really pay off. The benefits and pay are great once you turn out and become a journeyman. I married my high school sweetheart, and now we have a baby girl and a house in the country. Yes, everything is good.”

“When I got out of the Marines in my early 20s, I was making pretty decent money. But now, as a journeyman, it’s pretty substantial, and I feel like I’m actually making a difference compared to just ‘doing a job.’”

— Gavin Maxwell





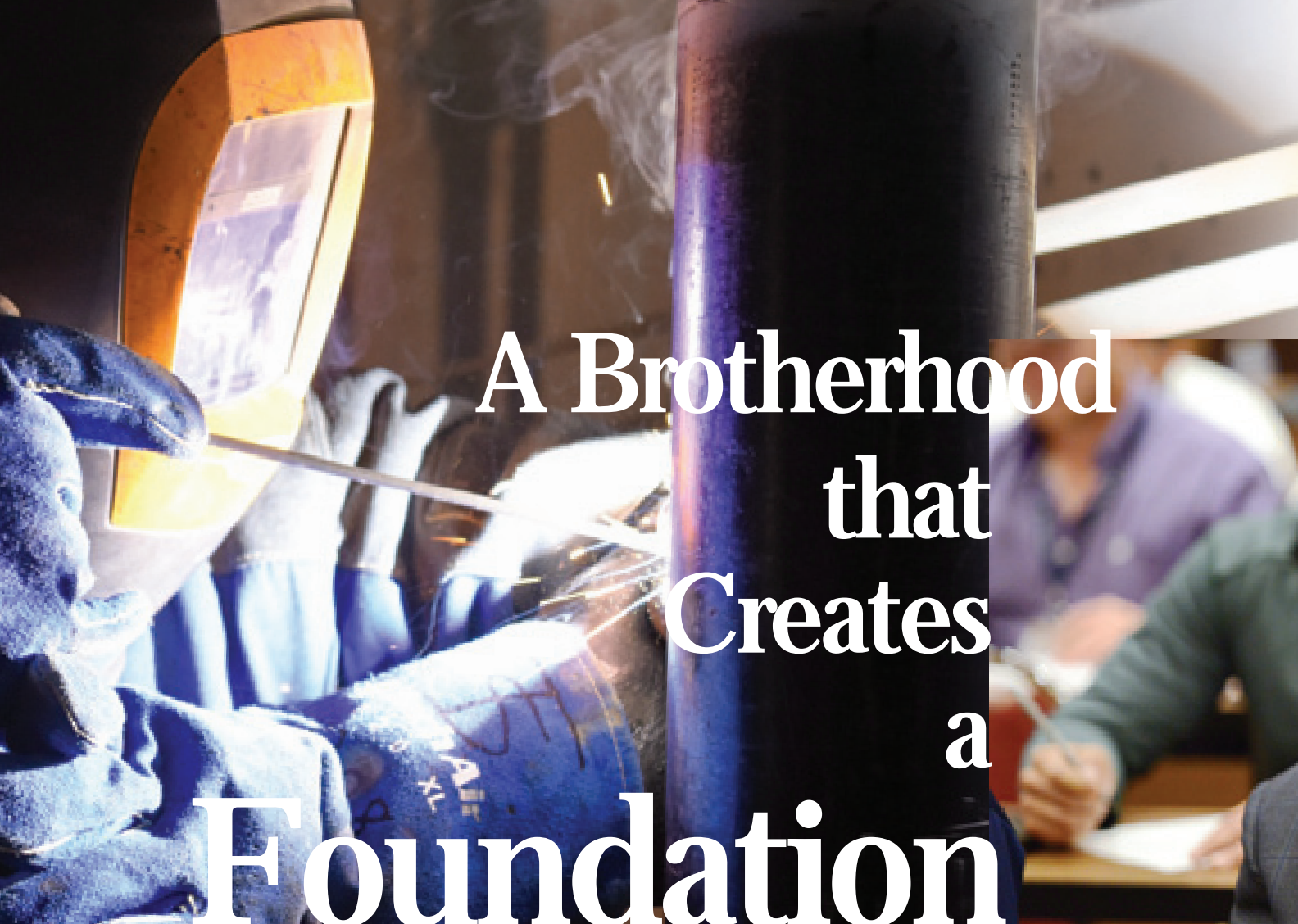
Gavin Maxwell

“His customers love him, and here at the Butterfly Pavilion, he can do no wrong. I need people who can take care of the customer and make them feel welcome and then own it. He is doing a really good job of owning his stuff.”

– Jake Schley



Jake Schley
Service Manager, Tolin Mechanical



A Brotherhood that Creates a Foundation for Success

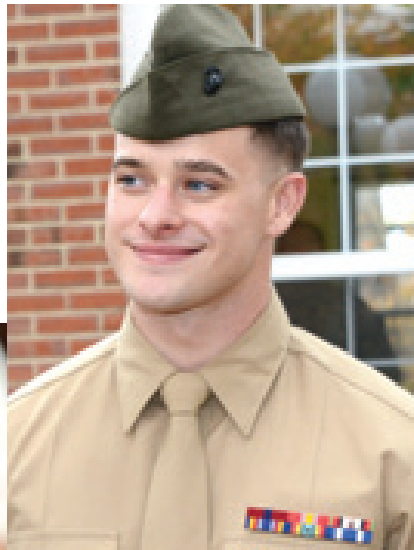
Samuel “Colton” Jackson grew up in a small Virginia farm town. When asked what prompted him to join the Marines, he said, “My little brother and I worked on an Angus cattle farm from the time we were in the eighth grade through high school. We got close to the gentleman who owned that farm, and he was a former Army Ranger and did a lot of work with the Green Berets and CIA, and my dad is also a veteran. Those two gentlemen and one of my best friends from high school played the largest roles in influencing me to want to join the military. I wanted to see what I was capable of. I was based out of Camp Lejeune 2nd Battalion, 9th Marines (2/9) Golf Company and 2/9 Weapons Company on my second deployment. I was deployed to Afghanistan twice. The first time, I was sent to Southern Helmand to conduct security patrols out of P.B. Beirut, and the

second time, I was attached to British Tiger Teams, and we teamed up with the Brits and Afghan Special Forces. We did helicopter raids all over Northern Helmand. I turned 19 on Paris Island and 20 in Afghanistan. I was active-duty for four years.”

Just prior to Colton transitioning out, the Marine Corps was going through a significant transition from wartime to peacetime. The prospect of transitioning out brought mixed emotions for Colton. “I was excited and nervous at the same time,” he said. “I was married at the time. I knew I wanted to pursue welding way before I heard about the VIP program or the United Association. I had never welded before. I just knew I wanted to get into it. I knew college wouldn’t be the best option for me coming right out of the military. I have a lot of friends who tried to go to college right after the military, and



Colton Jackson



their nerves got the best of them. Mentally, they weren't capable or quite ready for it at the time. I knew I wanted to create and build things."

Colton still had a year left to serve in the Marine Corps the first time he heard about the VIP program. He stated that he and a buddy had decided to visit the education center to see what some of the options were for infantry

guys who were getting ready to transition out. "They didn't have a lot to tell us," he said, "other than to go into law enforcement or to go to college." He remembered thinking that he didn't have a lot of options. "As we were walking out, a gentleman with the Veterans Association (VA) stopped us and asked us if we had found what we were looking for," he said. "We told him, 'Not really,' and he asked us if we had heard about the Veterans in Piping (VIP) welding program, and that it was about to kick off. I met up with Mike Hazard (UA Training Specialist in charge of the VIP program), who was on base recruiting, and I learned about the program and got my name put on the waitlist for an interview. I prepared my resume, and I feel like I got into the first class at Camp Lejeune by pure fate."

Mike Cummings was Colton's UA welding instructor for the VIP program. Colton said, "He was such an incredible man, and instantly all of the guys in my class stuck to him. He was an incredible welder and teacher, and he got us all laying down clean beads in no time. Every one of us in that class had a particular highlight. At first, it was hard, but that just made

you work even harder. Getting into the program was one of the highlights of my life. It brought a lot of closure in my heart. I had something to look forward to and goals to achieve and a whole new brotherhood just like I had in the Marine Corps."

When it came time for Colton to graduate from the VIP program and to pick an area to continue with his apprenticeship, Colton chose Plumbers and Pipefitters Local 43 in Chattanooga, TN, as his first choice. His father had worked at Tennessee Valley Authority (TVA) for a little bit, and he was familiar with Local 43 as well as the numerous job opportunities in Chattanooga and the surrounding area. He knew they had an excellent training program and that the city would be a good fit for his son. During the program, Colton had attained his UA 21 and 22 welding certifications. He said, "When I got that call from Larry Morrison, the Business Manager of Local 43, and he said that I had a job and that they were waiting for me, I was overwhelmed."

Colton's initial impression of the local was incredibly positive. He said, "Everyone was interested in getting to know me, and everyone wanted to help me out right off the bat. I was very shaky and nervous when I got out, but being surrounded by so many brothers made my transition so much better. Transitioning was still very hard and very weird when it came to certain things, but by far, the brotherhood that I felt immediately had the greatest impact on me."

Colton just entered his fifth year as an apprentice. He is close to turning out as a journeyman pipefitter. He has been fortunate to be employed by the same contractor, Jake Marshall, a mechanical contractor, for his entire apprenticeship. "I get along really well with all of my foremen at Jake Marshall," Colton said. "I got my UA 15 weld certification shortly after I graduated from the VIP program. I've done welding, fitting, install, grouting, rigging, a little bit of everything. At first, the school made me the most nervous, because I knew that there were going to be some fields where I needed

"I was very shaky and nervous when I got out, but being surrounded by so many brothers made my transition so much better."

- Colton Jackson

some brushing up on, particularly in math, but the brotherhood was there. My peers were more than willing to help me, as well. At work, the teaching environment is always there. It has not stopped for me. If I have a question, everyone takes time to explain. If you are willing and eager to learn, the instructors and other journeymen recognize that and respond to that.”

In the field, Colton catches himself taking on small leadership roles. “I want to know everything about the trade,” he said. “In the military, I got combat meritorious Lance Corporal on my first deployment, and I took a lot of patrols out, and I was point man and got meritorious Corporal after my second deployment, where I was a squad leader in charge of three fire teams, training, and preparing them for their first deployment. I know I could be a leader in the field, but right now, I like the creative side of welding.”

In September, Colton was chosen by his local union leadership to attend a Local Union Officers Seminar in Denver, CO, alongside his local union’s top leadership. The General Office’s goal for inviting select apprentices was to expose them to the business side of the International Union as a whole. He was the apprentice representative from his local union, and the experience was well worth it. He said, “At Local 43, Larry, our Business Manager, talks a lot about the inner workings of the local union. I understand the roles of the local union officers, but I can learn a lot more. The value of coming to this conference has been eye-opening, and I will be volunteering in our community more. It helps me mentally to stay busy, and it wouldn’t be hard to get my crew to go along as well.”

This year has been a notable year for Colton. In addition to being selected to attend the Local Union Officers Seminar, Colton was also chosen as the Tennessee Valley Authority Apprentice of the Year and was honored at a presentation at which UA General President Mark McManus and UA Special Representative for TVA Dave Tolley, Local 43 Business Manager Larry Morrison, and other UA dignitaries were in attendance.

Colton remarked, “Several years ago, Larry asked me to give a presentation at Tennessee Valley Authority about the VIP program. Public speaking wasn’t my thing, and it was something I would never have seen myself doing. But now, the local union lets me know when other VIPs are coming in, and it’s been my honor to help them in any way I can, and to promote the program.”

Colton attests to the fact that the work can be

tough. He said, “Everything you do, you can feel and see and, in the end, it is so rewarding. Most of the time, you work with a team, which is always reassuring. I’ve gotten so tight with my crew that I legitimately miss them while I’ve been out here in Denver. I know they’ve started a new project. I’ve been with the same guys for the last five months—two journeymen and two apprentices—and now and then, someone else is attached to us. It’s been the same crew,

and that has been awesome. We all have the same thought processes, and we flow well with one another, and our leadership recognizes that.”

Colton responded to the question of what he would tell someone interested in the program by stating, “If I were talking to someone interested in the program who was getting ready to transition out, I would tell them that it is hard work, but it’s incredibly rewarding. I would say to them that they will find a bond and a brotherhood, and that will make their transition easier. I would say that the local unions will recognize the leadership capabilities that they are bringing from the military. They already have a sense of what to expect from you since you’ve been in the military.”

He continued, “This program has given me so much to look forward to in my life, and I’m just so thankful and excited. When people ask me where I see myself in five years, my imagination goes a little bit wild, because I know there are so many possibilities. I have a bunch of buddies, and we sometimes talk about traveling together to work, but I know these guys at Local 43 well, and I know my leadership capabilities, so I could easily stay here—exactly where I’m at—until I feel like I need a change. All of this is possible because of the VIP program and the UA.”



“At work, the teaching environment is always there. It has not stopped for me. If I have a question, everyone takes time to explain. If you are willing and eager to learn, the instructors and other journeymen recognize that and respond to that.”

– Colton Jackson





HVACR Service Technician Career is a Family Choice

“I stumbled on the VIP program almost by accident. I was told about it by my Navy liaison who was helping me explore transition options. I was floored that I wouldn’t have to pay anything.”

Brandon Hutton had been in the Navy for five-and-a-half years. He had just graduated from the UA VIP HVACR (heating, ventilation, air conditioning, and refrigeration) service technician program in Norfolk, VA, and had arrived in Austin that day. For Brandon, joining the Navy and becoming an HVACR service technician with a union contractor were both decisions based on his family’s well-being. Healthcare was his number-one motivating factor. Brandon joined the Navy to ensure that his wife, Emily, who suffers from epilepsy and is a cancer survivor would receive good healthcare. Today, Brandon’s family has grown to include his son, Benjamin, who is three years old, and his daughter, Juniper, who is four months old. Healthcare and benefits remain extremely important to Brandon.

“I stumbled on the VIP program almost by accident,” Brandon said. “I was told about it by my Navy liaison who was helping me explore transition options. I was floored that I wouldn’t have to pay anything. At the time, I was looking into a cyber security opportunity, but it would have entailed an investment of \$20,000. I am more of a hands-on type of person, and once I

read about the program, I knew it was for me. HVACR service technicians are in high demand. I knew it would be a great career. There was so much more to it than what I had thought of with the little knowledge I had about residential systems. I would be working on large commercial units that service hospitals, universities, and office buildings—things like that. I talked to my dad, who had worked construction for 30 years, and he said to definitely apply. I got in and learned a lot. We learned more than HVACR. Our instructor talked about pipefitting and plumbing and problems he had seen over the years.”

Upon graduation, Brandon was immediately hired by Johnson Controls. He is thrilled to be in Texas, because his wife’s family is there, and they are currently living with them to help with the transition. “There is so much camaraderie at Local 286 in Austin,” Brandon said. “They treat you like family. I really like that, and it will be great for my kids. The healthcare and pension and the pay scale will truly benefit my family. Every time I see a Johnson Controls truck, I get really excited. I just can’t wait to start.”



Changing an Initial VIP Career Path

Samantha “Sam” Metcalf was a Joint Base Lewis-McChord (JBLM) military police officer for five years, and when the time came to transition out of the military, her main goal was to be able to find a viable career that would offer her the opportunity to stay in the Seattle, WA, area. She was born and raised in Los Angeles, but during her time at Fort Lewis, she fell in love with Washington State, and her mom had recently moved there. Her husband, who was transitioning out of the Army at the same time, was from Seattle, and he wanted to remain in the area as well. As avid hikers, campers, and rock climbers, they found that Washington State’s vast wilderness had everything to offer them, and in addition, her husband had earned a spot at a local commercial dive school.

Originally, Sam felt that she would be interested in pursuing a career in some type of first responder capacity. She soon realized that, with the cost of living in the Seattle, WA, area so high, she would have to take on a second job to make ends meet. She said, “I didn’t want to be behind a desk or in a cubicle. I knew I would have to be doing something with my hands, and that I would have to be interacting with others. I knew I would need a job that was physically demanding to be happy. I also needed a job that would pay well.”

On one of Sam’s visits to the Stone Education Center at JBLM, she met Dave Gibson, who was the HVACR (heating, ventilation, air conditioning, and refrigeration) United Association (UA) Veterans in Piping (VIP) program’s lead instructor. Sam said, “He gave me a very brief orientation about the program, and he even talked to us about the other VIP programs that were offered through the UA. He spoke about quite a few options. He just really wanted us to look into the trades. When learning about the programs, I liked the description of the HVACR program. I wanted something a little more intricate, something that would require some brain power, so I went with the HVACR VIP program.”

She continued, “I interviewed and was accepted. Dave was such a good teacher. He

would take us through the book stuff but then incorporate examples from the field. He would walk us through a process first, and then we would walk ourselves through that same process. If we ended up making a mistake, he would let us make that mistake, because you always learned from those mistakes. If anyone goes through that class and fails it, or doesn’t do well, it’s their own fault, because Dave gives you all the material you need to learn and understand what you’re doing, and he is really a genuine and down-to-earth guy. He made it clear that, if we didn’t understand a concept he was happy to walk us through it again. He viewed us all as his future. Everyone in our class helped one another. There was great camaraderie. When we graduated, I was nominated to give the class speech. That was kind of emotional for me.”

When it came time to be assigned to a UA local union to continue on with the apprenticeship program, Sam was disappointed to hear that the HVACR service technician program in Seattle at Plumbers and Pipefitters Local 32 had already begun. She was, however, offered a spot in the pipefitter’s apprenticeship class, and she seized the opportunity, because staying in Seattle was her top priority. Today, Sam is just about to finish up her third-year as a pipefitter apprentice, and she absolutely loves her job! She said, “In the end, I think this is the better career choice for me. I have found that I really relish the time in the



A portrait of Sam Metcalf, a woman with reddish-brown hair, wearing a white t-shirt with blue lettering. The background is a blurred green and brown outdoor setting.

Sam Metcalf

“When I complete something, my foreman and the journeymen are complimenting my work, so I feel like I’m getting better and better as each day goes by, and that’s not just about the quality of my work, but the quantity of work, and by the way I’m thinking about my work, and the way I have found to do it correctly. It feels great to be passionate about my job.”

field with other craftspeople. I love working side-by-side with people from all of the construction trades to accomplish a task. Our brains are collaborating, and it’s always nice to have an extra set of eyes and/or hands to complete something. As a service technician, I feel I would have been working on my own out of my van a lot. While I still love that work, I have found that I would have missed the camaraderie that I feel working in the field with others.”

The Local 32 apprenticeship program rotates its apprentices through a different company each year. This way, the apprentices do not become “pigeonholed” in a particular craft or area, and they end up with excellent exposure to different aspects of the trade. Once they turn out as journeymen and women, they will have been exposed to a variety of experiences on the job.

“This is my third company in Seattle that I’ve worked for. You meet a lot of new people and make a lot of important contacts that will help you in the future,” Sam said. “I’m currently working on a renovation of a building. We are going floor by floor. I’ve been installing a bunch of heat pumps, so basically running lines from mains to heat pumps on various floors. I’m working with another woman right now, which is a little bit unusual for this work. We are polar opposites outside of work, but on the job, we think the same. We see things, we talk about it, and decide how to do it, and it’s nice.”

When asked if a particular job stood out in her time as an apprentice, Sam said that when she was working for MacDonald-Miller, she was part of a crew of 36 pipefitters. “We were working in a brand-new building, and there was just so much knowledge on that crew,” she said. “I was working in the mechanical room installing steam and hot-water boilers, chilled lines, air-handling units, and all kinds of pumps. It was a blast, probably one of my favorites. The crew was great, and the equipment was massive.”

As a woman on the job, Sam said her small frame has come in handy when there is a need to get into tight spaces. When speaking candidly about the work environment, she said, “We are all here for the same reason. We want to do a good job and make money. If I’m in your way, you’re going to talk to me about it. If you’re in my way, I’m going to talk to you about it. There’s a level of understanding and communication between the two of us. I’m not going to get mad if your ladder is in my way, or you borrowed something without asking. If there’s solid communication, there are no issues—ever. I think you gain respect on the job by the way you carry yourself. I have found that people’s personalities are identical to what I experienced in the Army, so this has been an easy transition for

me, but everyone’s transition from the Army is a very personal journey that they have to go through for themselves.”

Sam has long-term goals already. She said, “I feel really good for the first time in my whole life. I feel like I connect with my job on a deeper level, and that I can go to a jobsite and have an idea of what needs to be done to get a job done. I feel like I’m good at my job. When I complete something, my foreman and the journeymen are complimenting my work, so I feel like I’m getting better and better as each day goes by, and that’s not just about the quality of my work, but the quantity of work, and by the way I’m thinking about my work, and the way I have found to do it correctly. It feels great to be passionate about my job. There is a level of comfort when I get to work, and I know what I have to do. In a sense, it’s like being on autopilot. But that comes from familiarity and from the knowledge that you’re getting the best training to complete the jobs correctly. In the Army, as a police officer, I lived my work 24/7. Here, I can go to work and leave work at work, so that when I get home, I can do my own thing. I can’t tell you how wonderful that feels.”

Sam stated that when she told her mom she was going to work construction, her mom said, “Wow, are you sure?” Sam is the first-generation construction and union member in her family. When asked what advice she would give another woman transitioning from the military who was looking at the UA VIP programs, Sam said, “I would tell her not to let the stigma of ‘It’s a man’s world’ hold her back from doing anything. If she is passionate, she can do anything. I would tell her that it will offer her the best opportunity to succeed. I would tell her she would be set, and that her brothers and sisters would take care of her. This is a brotherhood and a sisterhood, and if you need help, you just ask, and they will help you. I would tell her to do it.”

Sam concluded, “I’m 27 years old. I know there are a lot of people in my age group who like to live in the moment, but if they’re smart about it, they have to think about the fact that we’re not getting any younger, and we have to think about our futures. We have to really think about where we want to be, or we will get stuck, and we will end up doing the same thing every day. Down the road, I would like to be a detailer in the mechanical world. Even though that will result in some time behind a desk, there are field detailers too. I will first turn out as a journeyman and then get five to 10 years of field experience, because I want to have a strong base of field knowledge and know my trade before I pursue that. That’s my goal.”



Alonzo Garcia

“I graduated from the first VIP class held at Camp Pendleton. I was active duty for four years and then four years in the Reserves. On my last deployment to Afghanistan, I had a couple of really close calls, and that was a real eye-opener for me. I am the only son in my family. I felt it was time to settle down. I was getting out in 2013, the start of the military drawdown. A friend of mine from Local 211 in Houston told me about the program. I just turned 28, and I’m turned out as a journeyman now. My son was born while I was in the VIP program, and he brought a whole new meaning to my life. Now, I have a baby girl. I cannot speak enough about the program. I will always be grateful. I can’t thank the UA enough for what they’ve done. I think a lot of the problems that veterans face once they get out has to do with having nothing to do. The VIP program gives you unique skill sets so that you are set up for a lifelong career. You can provide for your family. It gives you everything you need.”



Alonzo Garcia, journeyman pipefitter, Plumbers and Pipefitters Local 286, Austin, TX



Adam Rule Becomes his Family's Fourth- Generation Member



Adam Rule

On May 23, 2013, at Joint Base Lewis-McChord (JBLM) in Washington State, Army Ranger Adam Rule graduated from the UA's inaugural Veterans in Piping (VIP) accelerated welding program. This particular graduation was also unique in that it was the first class of graduates who were still on active duty when they participated in the program. In early June 2017, Adam turned out as a welder/pipefitter journeyman for the United Association. He is affiliated with Plumbers, Steamfitters and HVACR Service Technicians Local 393 in San Jose, CA, and he emphatically stated that his original decision to join the program was the very best thing he's done.

"It was the best choice I made," Adam said. "Originally, I wanted to be a fish and game officer, because I love to bow hunt and salmon fish, but it just wasn't working out. I thought at the time that maybe I would try welding, because I had welded in high school and had always liked it. I thought this would be a great way to make the most money."

Adam already had an application in for a

local union in Washington State, Plumbers and Steamfitters Local 26. At the time, he thought he would make Washington his home after discharging from the Army, but when he saw a promotion for the VIP accelerated welding program on base, he knew it was an unprecedented opportunity that he couldn't let slip away. He applied and got accepted, and then the real work began.

Once Adam completed the program, he had some options. He talked to United Association (UA) VIP representatives who told him that the work in San Jose was booming, and since Adam's family was in the area, it seemed like the perfect fit to affiliate with Local 393 in San Jose. They were happy to bring him in.

"It's a lot closer to my family, and there's so much work here," Adam said. "You have Google, Facebook, and Apple, and all of the big data centers and offices that support them. It's Silicon Valley, so when one company expands, it seems like they all follow. The VIP program really accelerated my entry. I was familiar with the union, because I have a lot of family members



who are with the UA. My great-grandfather started in Iowa and then moved to Los Angeles. My grandfather got in during the 1950s. They were plumbers. They moved to Salinas, and my dad became a member of Local 393, along with a few of my uncles. I am a fourth-generation member. My other great-grandfather on my mother's side was a member of Local 393 as well. He started out in NY after WWII, and then he worked here until he was in his 70s."

Adam found the program to be challenging, but he really excelled. Upon completion, he was viewed as having very strong welding skills, and he graduated with multiple certifications. Once he entered Local 393's apprenticeship program and was sent to the field to work alongside experienced journeymen, he said, "I felt a little underprepared to be honest, because all of my welding had been done in a controlled environment. There's just no way around that. You need that time to weld over and over again to become proficient. When I first went into the field, I remember thinking the logistics of the welds were difficult. Unlike in the program, on the job I had to navigate around a lot of equipment and pipe just to complete my welds. You learn pretty quick though. When I first started welding in the field, I thought I was pretty slow, but I progressed and became faster, and I learned different types of welding and was fortunate to travel all over."

Adam is viewed by his employer, Therma Mechanical, as a gifted welder, and the company's leadership stated that he's a real asset. "I've been working for the same company non-stop for the last four years," Adam said. "I graduated from the program on a Friday and drove here on Saturday, and within a week, I started working. I've been doing all types of welding. The company gave me a welding van last summer that I drive back and forth to work, so that's pretty sweet. I love working for this com-

pany. They just tell me where I have to go to weld and fit, and I go."

We caught up with Adam and his immediate supervisor this spring at a Dell data center where they were completing all of the chilled water piping. Dennis Roach, a 32-year member and Navy veteran, stated that Adam's strongest asset right now is the fact that he is a really good welder. He said, "Adam is what I would consider an x-ray quality welder who could work on high-pressure steam jobs. A lot of the welders who work on jobs like that, cogeneration plants and other high-pressure jobs, are travelers [come from other local unions] right now." Brother Roach came from the automotive trade, and he said, "The life I have provided for my wife and children is 100 percent better compared to when I was in the automotive trade. There are so many benefits that go along with this job."

As apprentices, the participants go to work and then attend school twice a week in the evening at Local 393. Adam stated he really had a lot to learn on the pipefitting side, and he has enjoyed school and plans on continuing as a journeyman. Brother Roach said, "In the apprenticeship, you only get out what you put in. You can't look at it like, 'Here's another five years of school.' You have to look at it like, 'Here is an opportunity to learn for the next five years.' I still go back and look at my notes from time to time."

As far as Adam's salary is concerned, he said he saw a big jump during his 10th period in his apprenticeship, but once he turned out as a journeyman, his benefits package increased significantly. "Down the road, I'm interested in studying to become a CWI (certified welding inspector)," he said. "That would be interesting. In the program to become a CWI, from what I understand, the UA will pay your expenses. It's usually in Los Angeles, and the UA will pay for



“When I first started welding in the field, I thought I was pretty slow, but I progressed and became faster, and I learned different types of welding and was fortunate to travel all over.”

- Adam Rule



Dennis Roach



“Adam is what I would consider an x-ray quality welder who could work on high-pressure steam jobs.”

- Dennis Roach

everything, and that’s a pretty expensive test and a tough test, so that would be great.”

Adam said so far his favorite welding has been welding on underground piping—working in a ditch. “I like to be outside, and jumping down into a ditch is kind of fun,” he said. “I’ve welded on some really big 42-inch pipe and some condenser water piping. I’ve worked in a microchip plant rerouting pipe, which was new to me, and that was interesting. Working in office buildings is probably my least favorite thing, but I’ve been working on my own [without a journeyman] since August, and I just go where they need me. If I need help on something, there is always a journeyman at the job who I can ask for advice. Right now, I’m working 60 hours a week. I’m here from 6:00 a.m. to 4:00 p.m., and then we have school twice a week from 5:00 p.m. to 8:00 p.m., so on those nights, I get home about 9:30.”

“I do weld a lot at home too,” Adam said. “I’ve welded gates and fencing. I’ve made all of the fencing at my place out of scrap metal. I work on cars for friends. It’s a great skill to have. I made it to the state apprentice welding competition two years in a row. That was tough. I practiced two nights a week. I felt I did pretty well in the competition, but I didn’t win.”

With his welding and pipefitting skills, Adam will have many options for the future. Whether he pursues a path to become a CWI, or he opts to train other welders in Local 393’s training center down the road, his future is bright. For now, he is celebrating becoming a welder/pipefitter journeyman—a lifelong profession—carrying on the tradition of his family, and he’s proud to be doing that.



An HVACR Service Technician Career Secured Before Graduation

When Eric Ratliff joined the Navy, it was to “see the world,” he said. He had been working in a grocery store right out of high school and felt that if he joined the Navy, he could always go to college later. He went into the Navy as an aviation electronics technician. He said, “I was on the USS Enterprise, and then when my ship got decommissioned, I did a security billet for the last four years in Newport News, VA.” Eric’s ship, the USS Enterprise, was the world’s first nuclear-powered aircraft carrier. Eric continued, “I saw a flyer for the VIP HVACR (heating, ventilation, air conditioning, and refrigeration) service technician program on the ship. I knew I wanted to get out of the Navy, but I really didn’t know what I wanted to do. The trades were really appealing to me, because I like to work with my hands, and I like fixing things. I knew this was a growing field and would always be needed.”

Eric approached his chain of command, and the support team at the Navy’s Fleet and Family Services helped him prepare his paperwork for the program. Once he was accepted, Eric was surprised at how much information he learned. He loved the HVACR training module trailer that had all of the latest equipment installed in it. The mobile training trailer, along with classroom training, was used through the entire program for hands-on experience. “The program was fairly new for the Navy at the time,” he said. “I was in the second HVACR VIP class in Norfolk.”

“I learned so much,” he continued, “and found it all really interesting. When I got close to completing the program, I knew I wanted to go



home to Austin, TX, and I was really lucky to have an opportunity to join the apprenticeship at Plumbers and Pipefitters Local 286 in Austin. While I was still in the program, I had a phone interview with Johnson Controls and was hired right away. That was such a huge weight off my shoulders. As soon as I arrived in Austin, I was given my own work truck that was stocked with all of the latest tools and a gas card. I take the truck home each night.”

Eric said that most days he is assigned to work with a journeyman, but he does go on some calls by himself. He likes the work a lot. He likes that “he is doing something different and at a different location every day and always with a great crew.” He said, “I’ve been on a lot of different jobs. I can’t say I’ve learned everything, because there’s a lot to learn, but I do learn something new every day.”

He described a typical work week as a week

“The trades were really appealing to me, because I like to work with my hands, and I like fixing things. I knew this was a growing field and would always be needed.”

– Eric Ratliff



Eric Ratliff

“The union culture is such a smooth transition from the military. It’s a culture we all understand.”

– Eric Ratliff

where he will receive an email, text, or a phone call on Monday morning or Sunday night mapping out the next day or the entire week’s schedule. “A typical day starts at 7 or 7:30,” he said, “and we are done by 4 or 4:30. Some days are easier than others. Sometimes you might run into a problem that will take a little bit longer. Most of the time it’s a 40-hour week. If we have a client who can’t have us in there working during work hours, we will work on off-hours or weekends, but those are typically scheduled ahead of time unless there’s a problem.”

Eric continued, “The journeymen service technicians I work with are willing to teach me everything they know. They are all very patient. I love working for Johnson Controls. I love the environment. They are big on safety. The safety culture is that all of their technicians return home to their families safely at the end of each day. That culture is really important to me. I have the confidence that they would never put me in a situation that was dangerous. I also get to learn the whole spectrum of HVACR work with Johnson Controls—from big water-cooled

chillers all the way down to split systems and package units. We do commercial and light commercial work—hospitals, schools, office buildings, that sort of thing. I like working on big, water-cooled chillers that can cool a large area. Giant machines are fun to work on. Some accounts are just maintenance accounts. Once I get more experience, I could have my own clients for maintenance work.”

“I made such a good decision,” Eric said. “I recently purchased a house. I have a two-year-old daughter, Kinsley, and my wife, Amanda, is due with our second child on Christmas Day. We have our personal cars too, but I only take mine out on the weekends. The union culture is such a smooth transition from the military. It’s a culture we all understand. The healthcare with the union is great for families. I recommend this program to everyone I know. I already have several buddies in the program. I try to help everyone by recommending it. I feel confident that I’ll be working for Johnson Controls until I retire.”



Changing Careers Later in Life

At 37 years old, Antoine Basden considers himself blessed to be a fourth-year pipefitter/welder apprentice with Local 286 in Austin, TX. He graduated from the Fort Hood VIP Welding program and feels like he has finally found his calling. “I got caught up in the recession,” he said, “like so many people back in 2008.” Antoine graduated from Howard University in Maryland with a sociology degree. He quickly found work in his field. He was promoted, bought a house, and then the recession hit. “It was one of those situations where those of us that had the least amount of seniority were the first to go. There were immediate cutbacks,” he said. Networking back then was not quite as easy as it is today. The Internet had not taken such a stronghold in the networking world, so Antoine called all of his friends looking for recommendations. He moved on to work for Enterprise Rental Cars.

“At Enterprise, I met a guy who was going into the military,” Antoine said. This piqued his interest, and the gentleman told Antoine about the Army’s options for those with a college degree. “I needed some stability and money,” Antoine said, “so I joined. I went in as a Specialist, and I’m glad I did. It helped me fast track through the NCO ranks. I really liked it. I was an aircraft mechanic. I wanted to do something with my hands. I wanted a challenge. The wars were still going on. I went from Basic to Fort Eustis in Virginia and then to Fairbanks, AK. I spent a year in Iraq, and then two years back in Alaska, and then I was sent to Fort Hood in Texas. I was in the Army for six years.”

When it was time to transition out, Antoine was looking for something that would offer him an opportunity for a lifelong career. “My buddy was in a different unit, and I heard him talking about the VIP program,” Antoine said. “I tracked the VIP guys down and literally hassled them once a month for 16 months, saying I was coming! I wanted it so bad. I got into the pro-

gram in the fall of 2015 and graduated in January 2016 with my UA 100 welding certification.” Antoine stated that he struggled in the beginning. “My instructors were awesome,” he said. “We worked them to death. I was always asking for help. They would stay in the booths with us and guide our hands to show us what to do. One day, I just got it.”

Antoine was in the fifth welding class at Fort Hood. He said that when he first talked to his commanding officers about the program, they had not been familiar with it. “I wasn’t sure if this was just unique to my company,” he said. “When the program started, it took a little bit for the word to get out, but now there’s a waiting list. After I went through the program, I was telling everyone how great it was. It was like I was promoting people to get out of the Army,” Antoine laughed.

When it was time to pick a local union to continue his apprenticeship, Antoine said the fact that he had met a fabulous woman, who is now his wife, was the deciding factor for him to stay in Texas. He knew that Austin was a booming metropolis, and he liked the pay scale and benefits that Local 286 offered. Antoine and his wife own a home in Belton, and he commutes about an hour to Austin every day. Working for the mechanical contractor, The Porter Company, Antoine has been on multiple jobsites since his graduation and has loved them all. He’s worked in a fabrication shop, in a clean-room environment, and he has recently been dispatched to work at The Independent in Austin, which is being described as the tallest residential building west of the Mississippi River. He said, “I’m just really excited to get out there. I like fabrication shops, because they’re structured and controlled, but I love the jobsite, because that’s where you learn so many things.” When asked how he was getting on with the



Antoine Basden





Michael Scherger

“Antoine is the fifth VIP graduate I have worked with in this fabrication shop. From Day One, the VIP graduates have very clear priorities. They are here for more than a paycheck. They are here for a career. They generally have a better understanding of how the present can affect the future, and that we are all on the same team—if someone isn’t pulling his or her own weight, it affects everyone. I have found that they are also thankful for the opportunity to have someplace to go and someplace to learn that will carry them for a long time.”

“The best decision I ever made was to get involved with the local. The stress just disappeared because my skill and time is respected by my employer. My goals for the future involve the local union. I would love to become an instructor one day and teach apprentices.”

- Michael Scherger,
Local 286, Austin, TX,
fourth-generation
journeyman, The
Porter Company

other journeymen and apprentices, he said, “The journeymen treat me well. A lot of them are my age. I ask lots of questions, and they give me straight answers. Every apprentice and journeyman has really tried to help me.”

Antoine feels like he has finally found what he’s always been looking for. Right now, he is concentrating on turning out as a journeyman pipefitter/welder. He will also work toward getting his Master Plumbing License, which is a requirement in Texas, and he will pursue other certifications that will make him the most employable.

“Every day is different,” he said. “Between

school and the field, you are always learning. There are so many options to improve yourself and to keep moving forward in this industry. When I found out about the VIP program, I did my research. I knew that pipe welding was a specialized welding skill, and that the job prospects are really good. I’m becoming more of a builder. I’ve always been hands on, but now I’m learning a trade, and I feel like I can apply it to anything. I know that several years from now, when I drive by The Independent, I will point and say, ‘I had a part in building that.’ That will be the greatest feeling of all.”



Trades Women Build Nations

9th National Conference
October 4-6, 2019
Hilton Minneapolis, MN



The official website for the 2019 9th National Trades Women Build Nations Conference is www.nabtu.org/twbn. You can sign up for updated information. Registration is now available.



INTERNATIONAL PIPE TRADES JTC

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The *Refrigerant Controls* manual is designed for the journeyworker or apprentice who wants to master the principles of refrigeration as applied to the control of refrigerant flow. The manual begins with the fundamentals of thermostatic expansion valve operation and progresses to the servicing of these valves. It continues with an explanation of solenoid valves and suction pressure regulators, followed with sections devoted to capillary tubes, constant pressure valves, and high and low side float valves.

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Canadian UA Members must place orders for individual training manuals with their Local Union Business Manager.

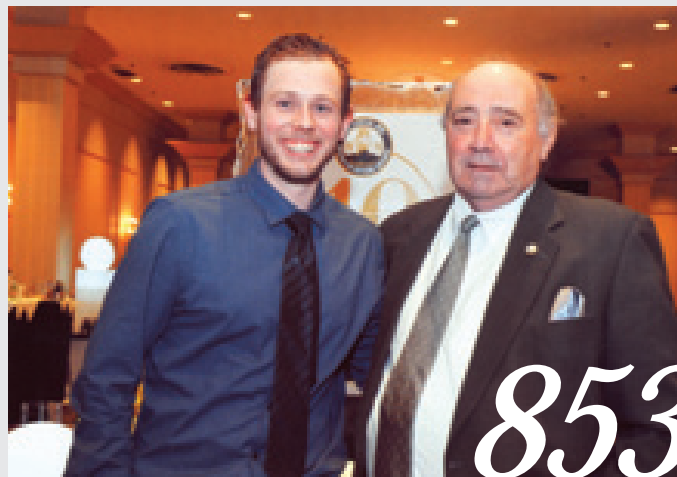
TORONTO, ONTARIO

Local 853 Retiree's Grandson Follows in his Footsteps

Brother Ron Chidwick, a 57-year lifetime retired member of Sprinkler Fitters Local 853, Toronto, ON, is proud of his grandson, Christopher James Chidwick, who worked so hard to become a third-generation sprinkler fitter with Local 853.

Following in the footsteps of his father, Ron Chidwick Jr., and grandfather, Ron Chidwick Sr., Christopher served his apprenticeship with Classic Fire Protection in North York, ON, and is now employed by Georgian Fire Protection in Owen Sound, ON.

Great job, Christopher! We wish you much success in the future.



Brother Ron Chidwick and his grandson, Christopher Chidwick

SEATTLE, WASHINGTON

Local 32 Member Retires After a 44-Year Career

Brother Jim Hatton of Plumbers and Pipefitters Local 32, Seattle, WA, officially retired on May 31, 2018, after a 44-year career with the UA. Brother Hatton started his apprenticeship in 1973 with Local 82, Tacoma, WA, where he initiated in 1974. Upon finishing his apprenticeship in 1977, he spent four years working on the Trans-Alaska Pipeline and at the Satsop Nuclear Power Plant, as well as at other nuclear power plants across the country. In 1984, Brother Hatton traveled to San Jose, where he learned to orbital weld, which would become the precursor to his career as an instructor.

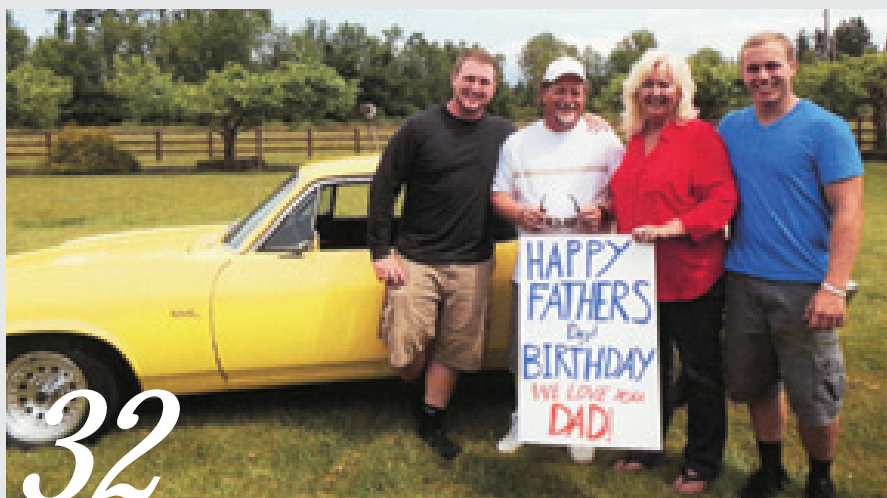
Brother Hatton met and married the love of his life, Terry, in 1991. Their first son, Cody, was born in 1992, and in 1995, their second son, Lucas, was born. Traveling was no longer an option, so Brother Hatton came home and started to work for Pilchuck Mechanical, doing a lot of high-purity work in pharmaceuticals. One year later, BMWC Constructors bought Pilchuck, and Brother Hatton worked in Seattle for BMWC until his retirement.

In 1998, Brother Hatton transferred into Local 32, where he started teaching orbital welding to journeymen and apprentices. He graduated from the Instructor Training Program in Ann Arbor, MI, in 2004.

Steamfitting turned into a family affair for the Hattons. In 2007, Brother Hatton guided his nephew, Tim Hatton, into the steamfitting trade, and in 2016, he proudly introduced his son, Cody, into the program where he is now a second-year apprentice with Local 32.

In his retirement, Brother Hatton plans to give back to the steamfitting trade by continuing to teach at the Local 32 JATC. When asked about his 44-year career, his response was, "I have made great friends over the years and will miss working with them. The UA has provided a great life that has afforded me to take care of my family and has provided the means for a solid, secure retirement. I plan to golf, go to car shows, fish, spend time with family, and relax. It's been a great run!"

Congratulations on your retirement, Brother Hatton, and we thank you for your many years of service and dedication to the UA.



Brother Jim Hatton is pictured alongside his wife, Terry, and his sons, Cody and Lucas.

CENTRAL NEW JERSEY

Local 9 Member is One Proud Dad

Brother William “Van” Van Orden, a retired 34-year member of Plumbers and Pipefitters Local 9, Central New Jersey, is proud to announce that his daughter, Gina Lynn Van Orden, was recently promoted from Sergeant to Lieutenant in the New Jersey State Police Explorer Program. Gina has been an active member for over two years and has worked her way up from Explorer to Lieutenant in that time. She enjoys all that the program has to offer and is looking forward to a career with the New Jersey State Police.

Brother Van Orden reported that Gina is also an active martial arts enthusiast who holds two black belts in Tae Kwon Do and is a fourth-level practitioner in Krav Maga. She is working on her final goal to become a level-six practitioner.

Congratulations on your promotion, Gina, and best of luck in your future endeavors.



Pictured from left to right are Trooper Lamberth, who presented Gina with her certificate, Gina Van Orden, and her dad, Brother “Van” Van Orden.



Brother Keith Ashley is pictured with his son, N.J. State Police Trooper Keith Ashley Jr.

Local 9 Member’s Son Named 2018 Trooper of the Year

Keith Ashley Jr., a New Jersey State Police Trooper of Troop “C” Hamilton Station, was named the 2018 Trooper of the Year for spearheading 103 criminal investigations, which resulted in the arrest of more than 300 people for a variety of offenses, including child endangerment, evidence tampering, narcotics possession and distribution, and weapons possession during a one-year period. Trooper Ashley is the son of Plumbers and Pipefitters Local 9, Central New Jersey member Keith Ashley.

Keith Ashley Jr. is also credited with the arrest of an MS-13 gang member. He conducted complex and thorough investigations, often working cooperatively with members of the Troop “C” Criminal Investigation Office, the Troop “C” Strategic Initiative Unit, the Crime Suppression Unit, and the Gangs and Organized Crime Unit. He recovered more than \$10,000 in drugs and contraband, and seized nearly \$20,000 in cash.

Attorney General Gurbir S. Grewal stated, “The number and range of criminal investigations spearheaded by Trooper Ashley are a testament to his talent, resourcefulness, and commitment as a law enforcement officer.”

Colonel Patrick Callahan stated, “In the 98-year history of the New Jersey State Police, more than 8,200 men and women have earned the title, ‘New Jersey State Trooper,’ but only 56 have had the distinction of being named ‘Trooper of the Year.’ Trooper Ashley is extremely deserving of this prestigious honor due to his work ethic, professionalism, and commitment to safety for all who live in and travel through New Jersey.”

The Trooper of the Year Award is the highest honor a Trooper can receive from within the division.

Brother Ashley also has another son, Eddie Ashley, who is currently enrolled in the N.J. State Police Academy and is set to graduate in the Fall of 2019.

Congratulations, Keith Jr., on attaining such a high honor, and congratulations, Eddie! We wish you much success in the future, and we thank you both for your service.

The UA is now taking text and photo submissions for Local Reports and The Great Outdoors. Send photos to: Pat Kellett, General Secretary-Treasurer, Three Park Place, Annapolis, MD 21401-3153.

Please send email submissions to ua-journal@uanet.org.

Photos will not be returned. Please include local number and details.

Note: A UA member must be pictured with submittal of a photograph for publication.

If you send images, please make sure they are high resolution (300 dpi) and of excellent quality.

ALBUQUERQUE, NEW MEXICO

Local 412 Member's Son Receives His Naval Aviator Wings

Scott J. LeFevre, son of Plumbers and Pipefitters Local 412, Albuquerque, NM, member and Southwest Pipe Trades Association Organizer Scott T. LeFevre, completed Navy Flight School and received his Aviator Wings on March 1, 2019. Ensign LeFevre will be assigned to the Fleet Readiness Squadron (FRS) VAW-120 in Norfolk, VA, where he will be training on his aircraft, the E-2 Hawkeye. Upon completion of the FRS, he will be assigned to a fleet squadron for deployment.

Congratulations, Scott! Thank you for serving our country, and we wish you continued success.

Brother Scott T. LeFevre is pictured standing proudly with his son, Scott J. LeFevre, as he officially became a Naval Flight Officer.



SAGINAW, MICHIGAN

Local 85 Sponsors Team for Zehnder's Snowfest

Plumbers and Steamfitters Local 85, Saginaw, MI, sponsored a team at the 28th annual Zehnder's Snowfest in Frankenmuth, MI. Over the course of four days, the team of four carved a sculpture out of the 10 foot by 10 foot by 10 foot blocks of snow. Their sculpture, which was referred to as "Frozen Pipes," was described as being a crowd favorite.

Pictured from left to right with the sculpture are Local 85 Business Representative Jamie Badour, Business Manager Justin Pomerville, and Organizer Robert J. Anderson.

Nice work, Local 85 team!

CONVENTION CALLS

MINK Pipe Trades Association

The MINK Pipe Trades Association will hold its 2019 annual convention on Thursday, September 5, through Saturday, September 7, 2019, at The Lodge of the Four Seasons, in Lake Ozark, MO. There will be a golf outing held on Thursday, September 5, with the convention to open on Friday, September 6, and conclude on Saturday, September 7.

Please make your reservations directly with The Lodge of the Four Seasons at 1-888-265-5500. Reference the MINK Pipe Trades Convention. There will be a \$50.00 registration fee for those attending the convention.

For more information, please contact Mark R. McCarty, Financial Secretary-Treasurer, at 417-869-0633, or email lul78bm@usnet.org.

Mark R. McCarty
Financial Secretary-Treasurer

West Virginia State Pipe Trades Association

The West Virginia State Pipe Trades Association will hold its 2019 annual convention at the Stonewall Resort at 940 Resort Drive, Roanoke, WV, on Tuesday, September 24, through Thursday, September 26.

Early registration will be on Tuesday, September 24, with the convention opening on Wednesday, September 25.

Registration can be made by calling the Stonewall Resort at 304-269-7400. Please reference the West Virginia State Pipe Trades Association convention. The room cut-off date is August 25, 2019. For more information, please contact Eddie D'Aquila, Financial Secretary-Treasurer, at 304-233-4445.

Edward M. D'Aquila, Jr.
Financial Secretary-Treasurer

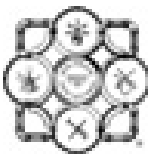
New Jersey State Association of Pipe Trades

The New Jersey State Association of Pipe Trades will hold its 2019 convention on Sunday, October 6, through Tuesday, October 8, 2019, at the Caesars Casino in Atlantic City, NJ.

Registration of delegates will take place on Sunday, October 6, and Monday, October 7, with the convention to be conducted on Monday, October 7, and Tuesday, October 8.

For more information, please contact Michael Maloney, President, at 732-792-0999 x118, or email mmaloney@ualocal9.org.

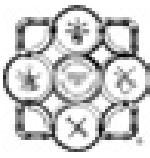
Michael Maloney
President



BURIAL EXPENSE BENEFITS PAID IN MARCH 2019



NAME	AGE	LU	AMT	TO WHOM PAID	NAME	AGE	LU	AMT	TO WHOM PAID
Chazan, John	86	1	2500.00	Chazan, Bertha	Cacibauda, John V.	81	60	2500.00	Cacibauda Jr., John
Stassi, Frank	93	1	2500.00	Stassi, Frances	Egan, Daniel F.	79	60	2500.00	Bisso, Louise
Ouellette, Donald J.	94	4	2500.00	Ouellette, Mildred	Margavio, Kenneth E.	76	60	2500.00	Margavio, Jane
Bowman, Charles E.	74	5	2500.00	Murray Funeral Home	Thibodeaux, Joseph M.	87	60	2500.00	Landry's Funeral Home, Inc.
Kaplan, Rodney J.	75	5	2500.00	Sol Levinson & Bros., Funeral Home	Johns, Hugh	85	67	2500.00	Johns, Catherine
Loviza, Wellman J.	91	7	2500.00	Loviza, Robert	Powell, W. J.	92	68	2500.00	McWilliams, Brenda
Roberts, Louis L.	72	8	2500.00	Roberts, Julie	Johnson, Joseph C.	78	73	2500.00	Johnson, Carol
Walz, Robert L.	82	8	2500.00	Robert L. Walz Trust	Chiffons, Nelson H.	77	74	2500.00	Chiffons, Carol
Weatherman, Jack A.	72	8	2500.00	Weatherman, Jeannie	Penland, Randy B.	59	74	2500.00	Penland, Linda
Muska, Raymond F.	88	9	2500.00	The Estate of Raymond F. Muska	Mills, Charles J.	95	75	2500.00	Charles J. Mills Estate
Clay, Artie L.	84	10	2500.00	Clay, Nancy	Holland, Robert J.	70	78	2500.00	Holland, Denise
Hite, Paul L.	91	10	2500.00	Hite, Genevieve	McDermott, Peter	95	78	2500.00	McDermott, Eileen
Saunders, Franklin D.	77	10	125.00	Lawson, Cynthia	Horn, Fred J.	81	83	2500.00	Horn Jr., Frederick
Saunders, Franklin D.	77	10	2375.00	Thomas, Irene	Maxwell, John E.	72	83	847.14	Kepler Funeral Homes
Bruseau, Francis	93	13	2500.00	Crayton, Susan	Maxwell, John E.	72	83	1652.86	Maxwell, Gary
Cardwell, George	83	13	2500.00	Cardwell, Geraldine	Martin, Reuben L.	83	94	2500.00	Martin, Sandra
Jones, Clifford J.	88	13	2500.00	Wilmington Funeral & Cremation	Toy, John P.	89	94	2500.00	Toy, Mark
Erickson, James D.	75	15	2500.00	Erickson, Douglas	Howe, James C.	91	98	2500.00	Greenwell, Diane
Nielsen, Leonard F.	86	15	625.00	Krabbenhoft, Heidi	Kokuba, Stanley	95	98	2500.00	Kokuba, Irene
Nielsen, Leonard F.	86	15	625.00	Nielsen, Mark	Kramer, Keven J.	50	98	2500.00	Kramer, Kim
Nielsen, Leonard F.	86	15	625.00	Nielsen, Paul	Otremba, Daniel J.	65	98	877.85	Otremba, Stacy
Nielsen, Leonard F.	86	15	625.00	Nielsen, Steven	Otremba, Daniel J.	65	98	1622.15	Otremba, Donna
Olsson, Ake H.	80	15	2500.00	Olsson, Vivi-Anne	Wager, Brent S.	56	100	2500.00	Wager, Diane
Spande, Eugene R.	80	15	2500.00	Spande, Theresa	Dimitropolis, Anthony C.	77	104	2500.00	Dimitropolis, Carolyn
Petro, William R.	90	21	2500.00	Smith, Barbara	Hopson, George W.	84	110	2500.00	Hopson, Matthew
Hendrix, Dennis M.	61	23	2500.00	Hendrix, Nicholas	Senter, Edward L.	83	110	2500.00	Senter Jr., Edward
Cardillo, William J.	61	24	2500.00	Kirch, Elizabeth	McHaney, Joseph E.	76	120	840.80	Mchaney, Michael
Cestaro, Pasquale A.	87	24	2500.00	Cestaro, Sylvia	McHaney, Joseph E.	76	120	1659.20	Williams, Arnetta
DiGennaro, Vincent F.	87	24	2500.00	DiGennaro, Diane	Rusnak, James R.	73	120	2500.00	Clark, Peggy
Grant, James D.	85	24	2500.00	Grant, Gail	Smith, Roland C.	83	120	2500.00	Smith, Jane
Lewis, Kenneth W.	83	24	2500.00	Lewis, Kenneth	Bittner, Wayne J.	65	123	2500.00	Bittner, Debra
Smith, Clifford H.	87	24	2500.00	Smith, Erika	Koulias, Mike	89	123	2500.00	Koulias, Carol
Tripp, Michael J.	76	25	2500.00	Fippinger Funeral Home, Inc.	Robertson, Edward D.	70	123	2500.00	Robertson, Lois
Green, Dale L.	74	26	2500.00	Green, Vickie	Brown, James J.	75	125	2500.00	Brown, Patricia
Nelson, John R.	77	26	2500.00	Nelson, Patricia	Steve, Morris	87	125	2500.00	Steve, Mike
Carr, Ralph J.	89	27	416.66	Carr, Mary	Basil, Ronald P.	68	130	2500.00	Basil, Joyce
Carr, Ralph J.	89	27	416.66	Carr, Patrick	Bennitt, Donald E.	78	130	2500.00	Haverstock Funeral Home
Carr, Ralph J.	89	27	416.66	Carr, Ralph	Downes, John S.	84	130	2500.00	Downes, Alice Pauline
Carr, Ralph J.	89	27	416.66	Long, Jane	Leo, Roy G.	98	130	2500.00	Estate of Roy G. Leo
Carr, Ralph J.	89	27	416.66	O'Donnell, Barb	Mitchell, Arthur S.	90	130	2500.00	Curley Funeral Home
Carr, Ralph J.	89	27	416.70	Carr, Timothy	Podskarby, Zbigniew P.	71	130	2500.00	Podskarby, Teresa J.
Schwab, Edward R.	93	27	2500.00	Schwab, Deborah	Rateike, Paul W.	88	130	2500.00	Gately, Susan
Taylor, Robert D.	93	27	2500.00	Taylor, Jeffrey	Schey, William S.	88	130	2500.00	Bradley Funeral Home, Inc.
Zierenberg, William	91	27	97.00	Zierenberg, Margaret	Schmidt, James	87	130	2500.00	Schmidt, Robert
Zierenberg, William	91	27	2403.00	Shellhaas & Sons Funeral Home	Simpkins, Jesse L.	80	130	833.33	Simpkins, Jesse L
Russell, Robert W.	71	33	100.00	Olson, Bev	Simpkins, Jesse L.	80	130	833.33	Simpkins, Mollie
Russell, Robert W.	71	33	400.00	Russell, Connie	Simpkins, Jesse L.	80	130	833.34	Simpkins, Matt
Russell, Robert W.	71	33	600.00	Fowler, Edward	Swanson, Ken T.	49	130	2500.00	Swanson, Kayla E.
Russell, Robert W.	71	33	1400.00	Russell, Jamie	Sypniewski, David J.	85	130	2500.00	Freeman, Debra
Collins, James L.	91	38	2500.00	Collins, Kirsten	Tedei, Randall L.	70	130	2500.00	Tedei, Mary
Lavaysse, John G.	53	38	2500.00	Dean, Donna	Tishka, Frank	93	130	2500.00	Estate of Frank M. Tishka Sr.
Passama, Eugene G.	97	38	2500.00	Passama, Gary	Seeger, David C.	96	131	2500.00	Seeger, Joyce
Watson, Walter	86	38	2500.00	Watson, Bella	Derose, Dennis	66	140	2500.00	Derose, Debra
Smith, Robert A.	61	43	2500.00	Heritage Funeral Home & Crematory	Hortin, Frank H.	89	140	2500.00	Hortin, Mavis
Weaver, James E.	78	43	2500.00	Weaver, Glenda	Carlson, Edward M.	86	142	2500.00	Carlson, Jeffrey
Wallner, Herbert W.	86	45	2500.00	Wallner, Beverly	Pawelka, Paul S.	63	142	2500.00	Pawelka, Donna
Jobbitt, Brian E.	80	46	2500.00	Jobbitt, Gordon	Titus, David C.	85	142	2500.00	Titus, Faye
Petek, Joe	80	46	2500.00	Petek, Paulina	Lapointe, Marc	88	144	2500.00	Lapointe, Helene
Talbot, Robert P.	62	46	2500.00	Talbot, Michael	Snellstrom, Richard	55	145	2500.00	Snellstrom, David
McDonagh, Richard J.	80	50	2500.00	McDonagh, Betty	Smith, Jimmie D.	72	146	2500.00	Smith, Rhonda
Myers, David T.	79	50	2500.00	Myers, Kathleen	Ratliff, Aaron N.	45	152	2500.00	Shaffer Funeral Home
Relue, Victor P.	88	50	2500.00	Relue, Ruth	Anderson, Samuel E.	84	155	2500.00	Wilkins, James
Ruch, Royce W.	84	50	2500.00	Ruch, Patsy	Baumgart, James A.	72	157	2500.00	Baumgart, Patricia
Rebello, Robert A.	28	51	1250.00	Fiske, Michelle	Lewis, Brian D.	56	157	2500.00	Lewis, Carla
Rebello, Robert A.	28	51	1250.00	Rebello Sr., Robert	Newhart, Myron S.	92	157	2500.00	Newhart, Diana
Korynoski, Gerald	81	55	2500.00	Korynoski, Marilyn	Holbrook, Beach E.	85	162	2500.00	Sparks, Kathleen
O'Leary, James R.	80	55	2500.00	O'Leary, James	Rinehold, Ward A.	70	166	2500.00	Rinehold, Dameon
Weatherbee, Ernest	78	56	2500.00	White Family Funeral Home and Cremation Services	Stedje, A Michael	73	166	2500.00	Stedje, Barbara
Braniff, Ken R.	65	60	235.10	Braniff, Scott	Carefelle, Richard J.	63	174	52.82	Carefelle, Matthew
Braniff, Ken R.	65	60	2264.90	Robinson Family Funeral Home	Carefelle, Richard J.	63	174	2447.18	Throop Funeral Home of Ravenna
					Matyas, Lawrence	78	179	2500.00	Matyas, Delores
					Schlechter, Ryan C.	36	179	850.00	Schlechter, Abby-Gail



BURIAL EXPENSE BENEFITS PAID IN MARCH 2019



NAME	AGE	LU	AMT	TO WHOM PAID	NAME	AGE	LU	AMT	TO WHOM PAID
Suitor, Norman D.	80	496	2500.00	Suitor, Shirley	Bateman, Raymond L.	70	669	2500.00	Swearingen Funeral Home, Inc.
Cordy, Joseph L.	72	502	2500.00	Rowe, Michelle	Brown, Wayne E.	73	669	2500.00	Brown, Karen
Young, Brian K.	48	502	2500.00	Young, John	Clark, Jimmy L.	81	669	468.16	Black, Shelly
Dilella, Robert G.	64	520	2500.00	Dilella, Christy	Clark, Jimmy L.	81	669	468.16	Nehring, Tonya
Radle, Richard E.	70	520	2500.00	Sipes, Suzi	Clark, Jimmy L.	81	669	468.18	Satterfield, Kelly
Spade, William P.	74	520	2500.00	Reynolds Funeral & Cremation Services, Inc.	Clark, Jimmy L.	81	669	1095.50	Soloman, Lori
Haczewski, John J.	53	524	2500.00	Corcoran Funeral Home, Inc.	Coyle, Roy Douglas	76	669	2500.00	Coyle, Elizabeth
Kotula, Henry J.	86	524	2500.00	Kotula, Henry A	Davis, Robert A.	44	669	2500.00	Adams, Nancy
O'Boyle, James A.	73	524	1250.00	O'Boyle, Jason	Ferguson, Jack W.	71	669	2500.00	Ferguson, Gloria
O'Boyle, James A.	73	524	1250.00	O'Boyle, Kevin	Green, Herbert L.	97	669	2500.00	Green, Kim
Sherman, William	70	524	2500.00	Anthony P. Litwin, Jr. Funeral Homes, Inc.	Houston, Dasil W.	60	669	841.52	Houston, Shannon
Sterner, Maynard	93	524	2500.00	Smith-Wunder, Wanda	Houston, Dasil W.	60	669	1658.48	Stevens, Ethel
Buchanan, David	70	527	2500.00	Buchanan, John-David	Lawrence, George A.	79	669	2500.00	Lawrence, Katheryn
Crilly, Trevor	69	527	2500.00	Crilly, Eileen	Lozier, Vernon W.	93	669	2500.00	Lozier, Curtis
Grimes, Hilton R.	76	533	2500.00	Moran, Janelle	Miller, Dale	69	669	2500.00	Miller, Cynthia
Connolly, Martin G.	67	537	2500.00	Connolly, Maureen	Ryan, Arthur M.	45	669	2500.00	Carmen F Spezzi Funeral Home
Martin, Francis D.	93	537	2500.00	Coco, Claire M.	Schnepf, Guy B.	58	669	2500.00	Schnepf, Kelley
Brown, William J.	74	550	2500.00	Scott, Martha	Voight, Charlie R.	70	669	2500.00	Voight, Carolyn
Fee, Ray E.	96	562	17.28	Fee, Mark	Wagoner, Ricky L.	69	669	2500.00	Wagoner, Marolyn
Fee, Ray E.	96	562	17.29	Fee, Gregory	Walker, Steven E.	68	669	2500.00	Roller, Karen
Fee, Ray E.	96	562	17.29	Fee, Michael	Van Demark, Paul V.	91	671	2500.00	Van Demark, Dennis
Fee, Ray E.	96	562	17.29	Fee, Thomas	Furman, Paul C.	62	690	2500.00	Pyle, Joyce
Fee, Ray E.	96	562	2430.85	Shepard Funeral Chapel	Gambino, Charles S.	92	690	2500.00	Gambino, Rena
Jones, Richard D.	68	562	2500.00	Schrader Funeral Home & Crematory	Giletti, Edward F.	72	690	2500.00	Lizzul, Mary
Laughlin, Michael	59	562	2500.00	Schrader Funeral Home	McCormick, Rodney L.	89	690	2500.00	McCormick, Tara
Wilder, Terry L.	67	562	2500.00	Wilder, Donna	Seiner, Steven	52	690	2500.00	Hawk, Constance
Lenning, L. C.	80	572	2500.00	Lenning, Brenda	Mahon, Joseph	82	696	2500.00	Mahon, Ann
Aucella, Jonathan R.	42	582	2500.00	Horne, Judith	Anderson, Jason M.	40	704	2500.00	Drake, Colleen
Lee, Robert E.	96	582	2500.00	Lee, Helen	Cornelow, Louis	92	709	2500.00	Cornelow, Robert
Ancel, Jack W.	33	597	2500.00	Ancel, Terry	Alexander, William A.	71	718	2500.00	Alexander, Susan
Ellenbogen, John J.	65	597	2500.00	Ellenbogen, Eric	Brummette, Larry E.	73	718	2500.00	Norwood, Stephen
Escalante, Oscar L.	52	597	2500.00	Fred C. Dames Funeral Home	Biro, Antal A.	80	719	2500.00	Biro, Elizabeth
Garcia, Brian G.	46	597	2500.00	Garcia, Zaida	Crowley, Clarence	84	719	2500.00	Crowley, Joy
Jerkey, Edward C.	90	597	2500.00	Wilson, Judy	Moller, Horst H.	79	719	2500.00	Moller, Linda
Lichthardt, Robert E.	80	597	2500.00	Boyer-Lichthardt, Georgia	Territo, Daniel A.	57	719	2500.00	Territo, Patricia
Locke, Richard A.	73	597	833.33	Locke, Laurie	Margotta, Daniel	92	725	1092.73	Kasten, David
Locke, Richard A.	73	597	833.33	Toth, Michelle	Margotta, Daniel	92	725	1407.27	Etheridge, Peggy
Locke, Richard A.	73	597	833.34	Locke, Melissa	Conour, Charles C.	92	760	700.00	Peck Funeral Home
Manker, Clarence R.	83	597	2500.00	Manker, Phyllis	Conour, Charles C.	92	760	1800.00	Conour, Jr., Charles Chuck
Martin, George	71	597	2500.00	Rees Funeral Home	Griffin, Terry W.	49	760	2500.00	Griffin, Leigh Ann
Mischke, Mark	61	597	2500.00	Mischke, Lisa	Kent, John R.	72	760	2500.00	Kent, Londie
Patz, Edwin A.	61	597	2500.00	Sherwood, Cassie	Sandlin, George M.	81	760	2500.00	Sandlin, Shirley
Rauhut, Robert J.	75	597	2500.00	Rauhut, Greg	Andersen, Sean K.	57	761	2500.00	Andersen, Martha
Rome, Douglas P.	73	597	2500.00	Rome, Linda	Stewart, Millard F.	85	761	2500.00	Stewart, Dorothy
Rossiter, Mark L.	68	597	2500.00	Rossiter, Ellie	Sullivan, Paul R.	92	761	2500.00	Sullivan, Paul M
Sackett, Daniel P.	86	597	2500.00	Sackett, Mary	Anspach, Clarence E.	91	776	2500.00	Coffey, Diane
Sutull, James J.	76	597	2500.00	Sutull, Carmel	Gilliland, Donald R.	87	776	2500.00	Dick & Sons Hellwarth Funeral Homes
Toto, William	93	597	2500.00	Derrico, Tom	Boris, Frederick	86	777	2500.00	Boris, Jr., Frederick
Wethington, Michael	64	597	2500.00	Wethington, Jeri Lee	Maczko, John J.	75	777	2500.00	Fetcho, Annmarie
Benningfield, Jay G.	94	598	2500.00	Jay Gordon Benningfield Estate	Slawson, Edwin L.	64	777	2500.00	Slawson, Maureen
Ramaker, Hubert	95	601	2500.00	Kirner, Donna	Barbre, Steve	78	798	2500.00	Barbre, Brenda
Spors, John	64	601	2500.00	Spors, Delores	Carter, Tommy W.	72	798	2500.00	Carpenter, Stephanie
Walker, William J.	61	601	2500.00	Walker, Lynn	Cox, James A.	79	798	2500.00	Hintz, Colleena
Russell, Gary L.	55	602	2500.00	Russell, Sandra	Gaines, Joe B.	63	798	2500.00	Gaines, Carla
Sellers, Alan L.	65	602	2500.00	Sellers, Sherri	Gomez, Gregory T.	35	798	2500.00	Gomez, Thomas
Freeman, Clyde	94	614	2500.00	Freeman, David	Gordon, Raymond D.	90	798	2500.00	Taylor, Teresa
Jones, Thomas C.	50	619	2500.00	Jones, Michelle	Haden, Ellis R.	80	798	2500.00	The Estate of Ellis R. Haden
Pierson, Charles V.	89	625	2500.00	Boggs, Leona	Long, Marion M.	79	798	2500.00	Ross, Sharon
LaFlech, Lionel L.	83	628	2500.00	LaFlech, Yvette	McNabb, Calvin L.	58	798	2500.00	McKneeley Funeral Home
Barilik, Robert W.	75	636	2500.00	Barilik, Glenn	Robinson, Alvin E.	77	798	2500.00	Neal Funeral Home
Koski, Henry M.	69	636	2500.00	Koski, Toni	Wilson, Steven L.	62	798	2500.00	Stephenson-Deerman Funeral Home, Inc.
Lyle, Arthur R.	74	636	2500.00	Lyle, Gayle	Parks, Howard R.	89	803	2500.00	Capps, Wayne
Polio, Samuel F.	79	636	2500.00	Polio, Ruth	Porter, Walter M.	80	803	2500.00	Porter, Renchelle
Daly, Richard C.	83	638	2500.00	Daly, Virginia	Mickens, Jay	57	854	2500.00	Mercer Brothers Funeral Home
Maxwell, Brian E.	39	638	2500.00	Baxter, Colleen	Elliott, John T.	88	855	2500.00	Elliott, Ruth
McMahon, Joseph B.	88	638	2500.00	McDonald, Mary	Total Amount: \$935,850.00				
Ratigan, William	72	638	2500.00	Ratigan, Patricia					
Story, Thomas H.	91	638	2500.00	Story-D'Agostino, Maureen					
Xavier, Theophilus	75	638	2500.00	Xavier, Grace					
Gammon, Edgar P.	87	663	2500.00	Barraclough, Dale					
Huizinga, Abel	95	663	2500.00	Huizinga, Nell					

SHOW PRIDE IN THE UA



205 UA Denim Shirt: Long sleeve 100% cotton-washed denim shirt w/button down collar, left chest button pocket and red embroidery above pocket.

Size	Price	Size	Price
S - XL	\$31.00	3XL	\$35.00
2XL	\$33.00	4XL	\$37.00

301



102 UA United States/Canada Flag Pin
Cloisonne lapel pin with military clutch. \$4.00



101 Rhinestone Lapel Pin
UA logo in center, packaged in lucite box. \$3.00



103 UA Lapel Pin
Highly polished gold finish pin with military clutch. \$2.00



304K



121



221



120MK
120WK

120MS
120WS

281 & 282 Short Sleeve T-shirt: 100% cotton, orange and royal blue. Made with the new UA Built on Excellence program logo imprinted on the front left chest and the Standard for Safety, Excellence, and Productivity on the back in full color. Price for the shirts is:

Size	Price	Size	Price
S - XL	\$18.00	3XL	\$20.00
2XL	\$19.00	4XL	\$21.00

280 Long Sleeve T-shirt: The same logos and placements as the short sleeve version. Price for the long sleeve shirts is:

Size	Price	Size	Price
S - XL	\$23.00	3XL	\$25.00
2XL	\$24.00	4XL	\$26.00



282

281

NEW

280 Long Sleeve Orange T-shirt

241



360S

360W

360B

Net proceeds from the sale of these items will go to the UA Scholarship Fund



301 Travel/ Athletic Bag: Oversized Bag made of 600 Denier Poly Nylon has two end and one side-zippered pockets. UA embroidered on the side and comes with a shoulder strap. \$40.00

304K New Buck Knife: The knife is 3 3/4" with a 2 3/4" stainless steel blade. It has a black thermoplastic handle with finger grooves, a belt clip, and laser engraving on the blade. \$28.00

121 Traditional Style Ring
 10K Gold (121K) (call for pricing)
 Gold-Plated Sterling (121GP) \$245.00
 Antique Sterling Silver (121AS) \$245.00
 Antique Gold-Plated Silver (121AGP) \$245.00

221 UA Ash Gray Crewneck Sweatshirt:
 12oz. 100% cotton sweatshirt with full front imprint in navy.

Size	Price	Size	Price
S-XL	\$27.00	3XL	\$30.00
2XL	\$28.00		

120MK & 120WK Men's and Women's Gold Signet Ring: 10k gold finish with two panels for engraving. (Specify L.U. number and ring size when ordering). (Call for pricing)

120MS & 120WS Men's and Women's Silver Signet Ring: Sterling Silver Ring with two panels for engraving. (Specify L.U. number and ring size when ordering).
 M-\$225.00, W\$210.00

241 UA Lightweight Jacket: Lightweight windbreaker w/red UA embroidery on left chest.

Size	Price	Size	Price
S-XL	\$52.00	3XL	\$59.00
2XL	\$57.00	4XL	\$62.00

360S UA Black Skull Cap:
 Poly skull cap with thinsulate lining and UA embroidered in gold. \$12.50

360W UA White Pro Mesh Baseball Hat:
 Adjustable white six panel pro style mesh hat with UA embroidered on the front in navy, subliminal imprint on curved visor and United Association on back velcro closure.

360B UA black mesh hat with gold UA. 18.00

238 & 233 100% Cotton T-shirt w/UA text full front. Ash with black print and navy with white imprint.

Size	Price	Size	Price
S-XL	\$15.00	3XL	\$18.00
2XL	\$17.00	4XL	\$19.00

370 100% Cotton Long Sleeve Black T-shirt w/UA logo and United Association imprinted in silver on full front and left sleeve.

Size	Price	Size	Price
S-XL	\$16.00	3XL	\$20.00
2XL	\$18.00	4XL	\$22.00

130MB Men's Two-Toned Watch:
 Bracelet band w/gold and silver finish. UA logo in gold face. \$118.00

130WB Women's Two-Toned Watch
 \$118.00

235 UA Vest: 8.5oz. anti-pill polyester micro fleece vest w/two side pockets and waist band. UA embroidered on left chest.

Size	Price	Size	Price
S-XL	\$30.00	3XL	\$34.00
2XL	\$32.00	4XL	\$36.00



NEW Limited Edition items—only available at www.ua.org. This includes ladies clothing.



130MB

130WB



ORDER FORM

ITEM NUMBER	SIZE	QTY	PRICE (EACH)	TOTAL
Item Total				
MD Residents add 6% Sales Tax				
VA Residents add 5.3% Sales Tax Northern VA and Hampton Roads Regions add 6% Sales Tax				
Shipping Costs (see below)				
Total Remittance (US Funds)				
Canadians (Can.) Foreign Exchange Add 25% Only Total Remittance (Can. Funds)				

Please Ship To:

Name _____

Card No. _____ L.U.No. _____

Street _____
No P.O. Boxes

City _____ State _____ Zip _____

Phone Number (_____) _____

Please make all checks/money orders payable to:

The United Association
 (Sorry, no cash or CODs) Mail with Order Forms to:

**General Secretary-Treasurer
 Three Park Place
 Annapolis, MD 21401-3153**

To order merchandise online and pay with a credit card go to www.ua.org and click the link for UA Merchandise

Shipping (UPS Ground) and Handling Costs:

Under \$50	\$9.50
\$51.00 - \$100	\$10.75
\$100 and Up	\$12.50

Please Allow 3-5 weeks for delivery.

UPS will deliver to street addresses only.
 Please no P.O. Boxes.

Canadian members, please note:
 Orders shipped to Canada are subject to additional charges in the form of customs duties, GST taxes and shipping costs.

Call for 10K Ring Pricing:
410-269-2000 ext 5008

Kyle Smith

Fifth-year pipefitter apprentice, Plumbers and Pipefitters Local 43, Chattanooga, TN

“I applied for the VIP program at Camp Lejeune after my buddy, Colton Jackson, went through the first class. We served in the same unit and were deployed together. The program and teachers were great. I like Chattanooga, and I’d like to buy land and build something on it. Right now, I can’t wait to turn out so that I can travel. This job has given me something to work hard at, and I am a person who needs to work hard. That’s why the idea of traveling to big jobs is really appealing to me.”

