The Five

A SPACELIFT UPDATE

AN EXCLUSIVE INTERVIEW WITH LAUREN SANCHEZ

EPT DEPENDENT AUDIT UPDATE

OUR PENSION FUNDS IN ACTION!

April 2018 - June 2018
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Credits:
Denis Sullivan
Producer: Anthony Thompson
Chief Editor: Jed Nannery

Assisted by:
Elizabeth Rockett
Blanca Hernandez

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6770 E. Marginal Way South, Suite E321 Seattle, WA 98108

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Denis Sullivan
District Council #5
Business Manager-
Secretary Treasurer

Brothers and Sisters,

We all made it through the winter season. All the snow is gone, except for in Alaska, with spring and summer before us. We clearly have a lot of work coming our way and I am confident we can get this done. We still need your help with new members. Any and all are welcome; neighbors, friends, sons, daughters, nieces and nephews. Keep in mind, Apprenticeship training and Journey level training upgrades are some very important tools we have to continue to maintain our workforce. We need your help on jobsites by mentoring other members.

Seattle will be the host of the Women Build Nations Convention this year and this has become the single most effective tool to meet, educate, recruit, and retain trades women in North America. This is the largest of all trades women conferences in the world. The IUPAT and District Council 5 will be taking part in this conference and if you would like to help, please reach out to your Local Business Representative. Please note: This opportunity is open to ALL trades.

“This is our UNION!
And this is the time to show our colors.”

As you all know, the medical plan EPT has been performing a dependent audit and it has been going well with a few exceptions. As expected, the results are not all in yet, but it is remarkable how many dependents were covered that were considered ineligible (See Page 30 for more info). Voluntary terminations are just around 165 people. This could be an estimated savings of $577,500 to our plan. We are still awaiting 33% of the requested responses to reply. I understand that this is an inconvenience, but it’s the responsibility of the board to keep costs down for everyone involved.
There are a lot of new Members on several Local Executive Boards and I have been asked by many, to have a class informing them of how to run a Union meeting and explain the duties of a Trustee. If there are Members or Locals that would like to participate in this class, please let your Business Representative know; so that I can have the International come out and host it on a weekend and via satellite for surrounding areas. Let’s aim for scheduling at the end of June.

I talked to a couple of Retirees the other day. One of them, an 80 something year old man had just lost his wife and was thankful to be alive. He said to me, “Thanks! Thanks for keeping our Union alive and thank God for a Union Pension.” He said, “Looking back, the best time I had was being a Recording Secretary for almost 30 years.”

I will be the first to admit that I do not have all the answers for Our Union’s problems. There are certain things that no one pension can do alone, but collectively we can accomplish anything. Remember, there are 6,000 Members out here in DC 5. When was the last time you saw 500 people at a Union meeting? When was the last time you saw 500 Members on an Informational Pickett? When was the last time you saw 500 Members on a CORE project? This is our UNION! And this is the time to show our colors. We have numbers and we should use them for good!

We recently had a District Council Delegates meeting and all went very well. Thank you to the delegates that came and participated. The upcoming meeting dates are set; the next meetings will be as follows:

**June 21st, 2018**

**September 20th, 2018**

**December 20th, 2018**

The meeting time will stay consistent with 5PM (Seattle Time).

It is very important to attend these meetings. Remember, you have been elected by your Local. Make sure you take notes and bring a report back to your Local so everyone can stay informed.

In Solidarity,

Denis Sullivan

Business Manager/ Secretary Treasurer

District Council 5

“Thanks! Thanks for keeping our Union alive and Thank God for a Union Pension.”
Making Connections

Every year the North America’s Building Trades Unions (NABTU) holds its’s Legislative Conference in the other Washington (D.C.). It is a great opportunity to hear the upcoming issues for construction Unions and listen to nationally prominent speakers. This year, besides NABTU President (and IUPAT Member) Sean McGarvey, we heard from California Governor Jerry Brown, Alaska Senator Dan Sullivan, Oregon Congressman Greg Walden, Chicago Mayor Rahm Manuel, West Virginia Senator Joe Manchin, and New York Senator Chuck Schumer.

Although the opioid crisis, prevailing wages, apprenticeships, and a wide range of issues were discussed; the main topic at the conference was INFRASTRUCTURE and how Unions can secure good paying jobs for our Members. It was heartening to hear both Democrats and Republicans support Union jobs and wages. With almost everyone in agreement on the need for fixing America’s crumbling infrastructure. How to pay for it is where arguments erupted.

The IUPAT spends time on The Hill meeting with Senators and Representatives and their staff to lobby for IUPAT issues. District Council 5 has ten Senators and twenty-two Representatives in our area and we try to meet with as many electeds as possible. Sometimes the elected is in hearings or on the floor for a vote and staff fills in; sometimes they just won’t meet with Unions. It is always good to have their staff in the room and usually more important to speak with them as they are the ones that decide what to recommend to the Congressperson and what to toss. This year we sent eight DC 5 staff to the Conference and we were able to meet with:

- **Alaska**
  - Senator Lisa Murkowski’s staff
    (she was in a hearing)
  - Senator Dan Sullivan and staff
  - Congressman Don Young and staff
- **Idaho**
  - They all refused to meet with us this year
- **Oregon**
  - Senator Ron Wyden and staff
  - Senator Jeff Merkley and staff
  - Congresswoman Suzanne Bonamici and staff
  - Congressman Earl Blumenauer and staff
  - Congressman Peter DeFazio and staff
  - Congressman Kurt Schrader and staff
- **Utah**
  - Senator Mike Lee and staff
  - Congressman Rob Bishop and staff
  - Congressman Chris Stewart’s staff
  - Representative John Curtis and staff
  - Representative Mia Love and staff
- **Washington**
  - Senator Patty Murray’s staff
    (she was in a hearing)
The topics we lobbied for varied with the person and region, but centered around infrastructure, corrosion control (yes, as exciting as it sounds, but gets interest from both parties), apprenticeship, immigration reform, as well as other local issues.

I want to give a big thanks to BM/ST Denis Sullivan, Chris Bryant, Dave Winkler, Brandt Goble, Fernando Arevalo, Bronson Frye, and Scott Oldham for the long days. Good job connecting with a wide range of people and the support they gave me and our Union to make it a worthwhile and productive trip.

Phil Lindquist
Director of Governmental Affairs
District Council 5
Dear Brothers and Sisters,

Now that winter is mostly behind us, we’re starting to see signs of work picking up. Several of our Locals expect to be at full employment within the next few months; and are actively recruiting new members in order to fill the labor needs of our Signatory Employers.

Those living in Washington State are probably aware that on January 1, 2018, Initiative 1433, also known as the Washington State Paid Sick Leave Law went into effect. Some of our employers already had a sick leave or PTO policy so they didn’t have to make any significant modifications to their existing Collective Bargaining Agreements (CBAs). Other employers had no sick leave policy in place and now have to implement a sick leave policy that is compliant with the new state law. Some of our employers have already come into compliance with the new law and have signed a Memorandum of Understanding (MOU) with the Union. Others haven’t come to an agreement yet and your Reps are currently working to negotiate the terms of the new sick leave law with those employers.

I attended the General President’s Advisory Committee (GPAC) meetings the last week of February. At these meetings, General President Rigmaiden pointed out that Union membership was up last year and that more people are starting to see the benefits of being in a Union. Not everyone has the desire to go to college; so joining a Union is a great way to learn craft skills and have a career that can provide for you and your family during your working years, as well as your retirement years.

For those of you who participate in the International Union Industry Pension Fund, we also received a pension update from Tim Maitland the fund administrator. He said, that as of Dec. 2017, the investment returns for the year were 13.1%. Due to last year’s returns, along with the additional money that’s now going into the pension as a result of the new Funding Improvement Plan (FIP), it appears that the Pension will be certified in the “orange zone” rather than the “red zone” for the upcoming year, which is good news. Tim also said, that within the next couple of months they will have a benefit calculator for members to use to see an estimate of what your retirement benefit may be. You’ll be able to plug in different numbers that give you different scenarios to help you plan ahead. This will only give you an estimate; you’ll need to contact the Pension Administration directly to get more detailed results for your particular situation.

In October of 2018, Seattle will host the Women Build Nations Conference. This event will get a lot of attention; and is a great way for our tradeswomen to unite and get to know each other, as well as educate the public about the types of work that we do. This will be a great opportunity to leave a lasting impression on young women growing up; and show them that they can have a successful career as a tradeswoman. Anyone who wishes to participate or help out with this event should contact Cynthia Grant at CYNTIA@IUPATDC5.ORG.

If you want to get more involved with your Union, contact your Rep and start coming to your Local Union meetings. We’re all in this together. I hope to see you at a Local Union meeting soon.

In Solidarity,

Chris Bryant
Director of Servicing
District Council 5
Brothers and Sisters,

We need workers, BAD. All of our trades will be recruiting new workers over the summer. If you have a friend or family member working in our trades non-union, right now is their window to get into the Union. We will be looking for everything from brand new apprentices to experienced journey workers. Get them in touch with your local Representative and get them into a career with great pay and excellent benefits.

Included in the organizations hiring is this District Council. We are STILL looking for an Organizer in the Drywall Finishing Industry. We also have a spot open in Organizing, for a Commercial Painter in the Seattle area; bi-lingual folks are a top priority. If you are interested send a cover letter and resume to jed@iupatdc5.org.

We have a number of Organizing Campaigns that look like they will be blowing up over the summer, in both Seattle and Portland. We need volunteers willing to hold a banner or picket sign, or a number of other fun activities sticking it to contractors taking advantage of their workers. Some of these activities will be on nights and weekends, as well as during the work day so there will be opportunities even if you are working full time. We are going to be aggressive and we need the members on the front line. Once again if you want to sign up email me at: JED@IUPATDC5.ORG

An excellent Organizer and personal hero of mine Michael D. Lucas said, “Show me a Local Union that controls all the small work, and I will show you a Local Union that controls everything that moves.” Let's use this boom time to organize all those little guys. When you see small contractors out there let your reps know. The membership is the eyes and ears of the Union. If we can enter the contractors names and jobsite addresses in to our “Contrack” system, we can develop better strategies for attacking smaller contractors that move around a lot.

On a final note, talk to non-union workers on your job, show them your paystub, and tell them about your benefits. They are not the enemy. The enemy is the employer that is screwing them and undercutting our wages. If they are doing our work, they need to be in our Union. Our power is in marketshare, the more we have the more we can demand.

Strength is Solidarity,

Jed Nannery

Director of Organizing

District Council 5
**Member Spotlight**

**Gilbert Kastner - Local 10**

Durring a recent visit to the Painters and Allied Trades Regional Training Center in Portland, Representative Kirk Malcom helped judge the texture competition for the Drywall Finisher Apprentices. Special thanks to David Gray Jr. for organizing this event. The first place winner, Gilbert Kastner had a very nice textured Mountain View mural; the others were great too. Gilbert’s attention to details shows that he has been learning a lot and has the potential to be a great Journeyman.

**Stephanie Vasquez**

(pictured) represents Local 10, Oregon and Southwest Washington JATC, Cascade Acoustics and the Drywall Finishing industry at the Providence of Willamette Falls project in Oregon City. Stephanie and her peers at the training center receive a voucher from the JATC Committee. “I get a new pair of whites every time I rerate and I now have 7 pairs.”

Painters Local 77 members and hundreds of their friends from the Utah Building Trades Council celebrating St. Patrick’s Day on a snowy Saturday.

Thanks to all that came out and braved the weather.

It was a great event!
Spokane Apprentice Painter Alen Mustajbasic cutting in a window seal for the Senior Center in Spokane, WA.

Spokane Painter Apprentice Jeremy Ungemach painting a door jamb at the Senior Center.

Photo from the left to right: Marc Mattingly, Alen Mustajbasic, Jeremy Ungemach, Aaron Liles. Aaron Liles and Marc Mattingly, Eastern Washington Paint instructors, helped to coordinate the opportunity for the Apprentices to hone in on their skills and a good deed to the community of Spokane.

Misty attended the Weber Basin Job Corp in Ogden Canyon in Ogden, Utah. She completed the Office Administration course, but after completing the course, she really didn’t think it was what she wanted to do with her life. It didn’t feel like a fit for her. She wanted something that she found more interesting and possibly more fulfilling; something she could turn into a career. The course she decided on was welding; not something she would have originally picked for herself. Misty completed the Welding Course and found that it was something that she really liked. She believed it was something she was actually good at and something she could really do well. She found an opportunity to put her new found skills to good use through family friends and applied at Young Electric Sign Company (YESCO). She has really enjoyed working at YESCO this last year and has set goals to learn as much as possible about the building and manufacturing of signs; and she aspires to advance as far as possible in the company and in her craft. She has been a Union Member since she started working for YESCO and likes the protection and support that being a member of Local 77 has afforded. When she has needed the support of members on the job they have been there for her. She also appreciates the great wages and other benefits that have been negotiated for the Members of Local 77 at YESCO. She has a very bright future and we are proud to have her as a Member.
The upgrades to the Space Needle are going well in Seattle. On a recent “tour” we spoke with Painters, Tapers, and Glaziers working on the project. We watched as they set Glass, smoothed drywall, and prepped walls at the site. The Members spoke about the amount of work to be done and the honor it is to work on this project.

This is a privately funded $100+ million project. They are reconstructing the restaurant, the observation deck, and a few other areas to make them more modern and accommodating. During this process, some modernization of the seismic stability will be adapted by increasing and strengthening the steel supports at the base of the Space Needle.

Some of the glass work being done on the observation deck will give the view a new look. They are building an enclosed “Cage” around this floor that will protect from wind and rain, but give an unobstructed view.

A special thanks to: Barry McCann, Robert Wallace and the Herzog Crew for showing Lisa, Dan and Anthony around.
**SPECIAL RECOGNITION:**

**Apprenticeship:**
Our Drywall Apprenticeship Coordinator, Eric Palmer, deserves recognition for combining first rate training and community service. This March, our Taping Apprentices completed yet another Habitat for Humanity project; our Taping program has done fourteen in the last seven years. Off campus projects like these, have given our Apprentices some real world training while helping those in need. Brother Palmer has pushed hard to further improve our training by making all of our safety training available in Spanish. He is working with the Chair of our Joint Apprenticeship Training Committee, Jim McDade and his staff, to develop a Blue Beam class for Drywall Finishers. A BIG thanks to PCI, Anning-Johnson, and Mehrer Drywall for donating their time to be on our training committee and especially Expert Drywall owners, Jim McDade and Marty Holberg, for going above and beyond to support our apprenticeship. This March we had seventy Apprentices in the program and some very good applicants waiting for their opportunity to get into the apprenticeship. If you know someone interested in Taping or someone in the non-union that has Taping experience, but is not quite a Journeyman, have them call John Boufford or Eric Palmer so we can help them get into the apprenticeship at the correct bracket.

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**PLA’s (What is a PLA?)**
What is a PLA? A Project Labor Agreement (PLA) is a contract between the owner or managing entity of a construction project and a set of labor Unions. It operates a lot like a “job-site constitution,” establishing worksite conditions, project execution, and protocol to resolve labor disputes without resorting to strikes and lockouts. Most PLAs include community workforce goals, that increase access to construction jobs for veterans, local residents, disadvantaged workers, and small businesses.

Contractors must comply with community workforce provisions, which mandate that they hire workers who meet certain criteria. Depending on local needs and conditions, community workforce goals can target: Workers who live in local areas, workers from economically disadvantaged areas, women and racial/ethnic minorities, veterans, and disadvantaged workers (including formerly homeless, formerly incarcerated or chronically unemployed workers.)

In the first quarter of 2018, District Council 5 negotiated a Project Labor Agreement (PLA) between the Seattle King County Building Trades and Hoffman Construction to cover the Coleman Dock Ferry Terminal replacement project. Phase one of the Coleman Dock project is already underway. We also negotiated the first Community Workforce Agreement with the Washington State Department of Transportation (WSDOT) to cover the 520 west approach bridge, Montlake lid and land bridge. The hope is that this pilot CWA will lead to more with WSDOT. PLAs and CWAs ensure that all workers on a covered project even those working for non-union employers, are represented by a Union, paid Union scale, and provided Union benefits. For Union Members working on these projects, the PLA or CWA supersedes your craft CBA and may provide for better working conditions than your CBA. Feel free to contact your Business Representative with questions if you are working on a PLA or CWA covered project.
DC5 Military Affairs has been active in outreach on JBLM and are happy to report we are about to graduate yet another P.A.T.-V.P. Class here in Seattle. There are six U.S. Army soldiers, one Air Force Airman, and one spouse who will join our ranks the 16th of March 2018. Thanks to our FTINW Painting Coordinator, Dave Jones, we have a presence every Monday on the base. When he is unavailable, retired Command Sgt. Major, now Apprentice Painter, Dan Verbeke (who is employed by Seattle Seaport), is on site at the transition center walking our talk. Just this last February, Dan, took his oath of membership obligation at Tacoma Local #1964. (Pictured top right) WELCOME DAN!!!!!!!

As of 2017, we have added outreach to our efforts on National Guard and U.S. Army Reserve sites. Special thanks to their readiness specialist Dohn Rondeau. We are continuous invited guests to provide briefings on drill weekends and on average reaching at least 50 people each time.

If you are an existing IUPAT member, and are either a veteran or an active guard or reserve member please let me know. We have access to the Union Veterans Council with the AFL-CIO and when we have a need for voices to promote our way of life, we would like to get you involved.

Thank you for your dedication to this Nation and to this UNION.

Christopher Winters
Veterans Affairs PAT-VP
DC5 Tribal Affairs has been successful assisting both labor and our First Nations locally. Developing diverse partnerships is taking another leap forward. For the past year, there have been efforts developing to expand on the successes we have jointly created. For example, in Eastern Washington there is an effort to bring the Eastern Washington Building Trades, the Spokane Tribe, and Fairchild AFB together to participate in a joint training center. Together they plan to construct a facility for all to use, not only pre-apprenticeship and Journey upgrade training. They plan to also expand the military transition outreach efforts through its creation. Funding efforts are underway as of March 2018, with hopes there will be movement by years end. This will bring prosperity to all families in the Inland Empire.

DC5 is also participating in networking and outreach events being held throughout the region, to promote the use of contractors who have apprenticeship and pay living wages and benefits. “Our Future Working Together” workshops hosted by regional tribes and public-private groups enhance our ability to expand market share, and in doing so increase earnings and our collective memberships.

(Attached photo is from the Puyallup Tribe Justice Center project which helped set the stage for the Tribal Labor Agreement that is now in place and utilized on the $150 million dollar casino - parking garage. Purcell Painting is currently on the project. Pictured is Local #1964 member and officer, Cathy Livingston.)

Christopher Winters
I.U.P.A.T. DC5 - Representative Military / Tribal Affairs Liaison
Fourteen Members of Local 300 and Local 1964 recently completed an intensive nine day ‘WallCovering Basics’ course. The class was in three sessions; This was a total of three, 3 day weekends in January, February, and March of this year. Kerry Gallagher from DC83, Finishing Trades Institute of the Upper Midwest, was lead instructor. He had assistance from Local Instructors Brent Reed and Jonathan Hash. Further support was provided by Local Instructor Rick Godsalve, Coordinator/Instructor Stuart McGovern of the Finishing Trades Institute Ontario, and FTINW Painting Coordinator Dave Jones. FTINW Drywall Finishing Coordinator Eric Palmer and Lab Technician Christian Weygand installed bumpouts, coated, and recoated the exterior walls and mockups of the FTINW Drywall Laboratory for this work. The reviews of the students were very positive. An effort was made to have a high teacher to student ratio. The curriculum concentrated on: a hands on with new and current wallcovering materials, as well as the handling and hanging of these materials. A parallel program was conducted at the Finishing Trades Institute Ontario. Funding for Instructor Kerry Gallagher was provided by LMCI/IFTI as part of the IUPAT Wallcovering Pulse of the Industry Initiative. Watch for more classes to come. Call FTINW or talk with your employer if you are interested in participating in future Wall-Covering classes. Call or visit the FTINW.ORG website for the Journey and safety calendar and for scheduled Journey upgrade classes or to request classes be added to the training schedule.

Members in attendance were: Miguel Abad, Keith Antram, Jay Cheeka, Christopher Clark, Jesus Diaz, Brian Felish, Jeannie Hansen, Mitchell Higgins, Clayton MacDonald, Jared Malda, Paul Rider, Herman Schmidt, Bryant Spross-Ramsay, and Jacob Zielger.
Local 10 Painters,
A professional appearance starts with your whites and is completed with your Personal Protective Equipment (PPE). **Stephanie Vasquez** (pictured on page 10) represents Local 10 at the Providence of Willamette Falls project in Oregon City.

**Stephanie** and her peers at the training center receive a voucher from the JATC Committee every time they rerate. “I get a new pair of whites every time I rerate and I now have 7 pairs.” When asked if the voucher was helpful, **Stephanie** replied, “The JATC voucher helps a lot when you’re starting out in the trade. $25.00 doesn’t sound like a lot to Journeyman, but it can cover gas to the job for a few days.” *(Pictures: see page 10)*

Union Journeyman reinforce their professional appearance by wearing whites on the job. It sets the Union Member apart from the summertime “shacker.” Wearing whites is required by the Oregon and Southwest Washington Master Area Agreement and is commonly enforced by coworkers in the field.

PPE is fundamental to all, from Apprentice to Journey and so is safety in everyday work procedures. Although, an Apprentice has not obtained an expert skill level in their trade, they can quickly become safety experts. We can all recognize that each member has the inherent right to CALL OUT an unsafe working condition or practice. Zero accidents is our goal.

“No one should have to sacrifice their life for their livelihood, because a nation built on the dignity of work must provide safe working conditions for its people.”

**Thomas Perez**

The Drywall Industry workers had a huge victory in the U.S. courts decision to fully uphold OSHA’s 2016 final silica standard. The court rejected industries’ arguments and directed the agency to further consider the Unions’ additional safety recommendations. Silica is used as a binder in the drywall joint compound, although the levels are usually minimal we must not become complacent. Any airborne amount is a serious concern. The IUPAT Local 10 Representatives are currently working with the Northwest Wall and Ceiling Bureau to meet or exceed these OSHA standards.

Work safe Brothers and Sisters.

Scott Oldham
Business Representative
Local 10

Local 77 Members,

The year continues to look positive and full of opportunity for the members of Painters Local 77 in Utah and Idaho. The outlook for work in both states continues to look bright. The need for skilled and qualified workers is at the highest level it’s been in the last decade and doesn’t seem to be subsiding any time soon. We have members working on large and small projects across Utah and Idaho, from St. George to Boise to Salt Lake to Pocatello and in between.

The highest profile project would be the rebuilding and expansion of the Salt Lake City International Airport. Local 77 Members will be painting all of the first phase with our tapers finishing at least half of the first phase of construction. The first phase is expected to last almost two years with many other phases to follow over the next decade.

It’s a great time to be a member of Local 77, from the members that build the signs you see along the highways across most of the Western United States to our great painters, drywall finishers, glaziers, and even the sign shops that make political signs.

We’re looking forward to making 2018 a year to remember.

In Solidarity,

**Brandt Goble**
Business Representative
Local 77

See page 11 for a Members Spotlight of Misty Gallegos
Drywall Finishers of Local 10,

On a recent visit to the JATC I had the pleasure of viewing a texture competition for the Drywall Finisher Apprentices. I would like to give a special thanks to David Gray Jr., for organizing this event. The first place winner Gilbert Kasther had a very nice textured Mountain View mural and the others were great too. Gilbert’s attention to details shows that he has learned a lot and on his way to becoming a great Journeyman.

We have been out collecting 9A card signatures. Thanks to you all for your cooperation. Please watch for notices in the mail on the web site and in The Labor Press.

We are currently looking for members to become job site contacts to help us facilitate information in and out, as well as assist with 9A card signing on the jobs. If you’re interested, please contact me at (971) 219-9974 for more information. I have been working with the Video Conference Committee Chairman Shaun Martin on setting up video equipment for the Salem and Eugene satellite meetings, soon to be held on the same day as Portland. This will help with connecting all of us at the same time; we hope it will bring more unity to our Local. The Training Center has safety classes available and the schedule is now up on the web site at http://www.iupatlocal10.org. You can also call the training center directly at (503) 287-4856. The certifications you will receive for those classes are accepted at any of our signatory contractors. I highly recommend taking these classes, because of the value it will bring to all of us. I will be working in the near future with Tim Carrier to organize pin ceremonies at the Local meetings for years of service. Tim was appointed the new Chair of the VAC committee and he will be setting up various projects in the near future. If you would like to volunteer for any projects, please contact us. With a lot work in front of us, we need your help recruiting more Drywall Finishers. Please promote your Union and bring them to us.

Fraternally,

Kirk Malcom Local 10
Drywall Finisher Representative

Glaziers of Local 188,

Work continues to remain steady in our region. We have seen the bench start to clear out since the holidays. Major jobs are finally starting. All of the Trades are reporting close to full employment. It would be great to be able to see you guys on the job and be able to get pictures for future editions of The Five. Get in contact with me and let me know where you are, and I will make a point of stopping by.

Our Eastern Washington Field Representative Brandon Kowis has been making great strides reaching out to the non-union sector and rebuilding our relationships. He has been working with Chris Winters of Local 1964 on TERO agreements as well. We have a new staff member in the organizing department, Daniel Miller. He has been busy getting caught up to speed on procedures. He is currently getting his hands on training out in the field.

As most of you know by now, Benesys has been working with HMS to conduct an audit of our participants and their dependents. I realize that it is a disruption to have to find all of your paperwork that they are requesting. This is necessary to help keep our costs down in the long run. When the audit is complete, we will post the results. If you need help, or have questions about the audit, please contact me. You should also contact me if you are having any problems with prescription or medical benefits.

In Solidarity

Lisa DeRosia
Business Representative
Local 188
Members of Local 300,

Looking at the current political climate, nationally, and within our State, one thing is certain, change will be coming. Changes in labor laws, changes in government spending, and changes in our influence as a group of Union professionals. This last year, throughout the winter months where there is typically a slowdown of work, we have maintained at around 95% employment of our membership. I predict that before summer, we will all be working and we will be scrambling to find qualified workers to join us and meet the labor needs of our contractors. That being said, many have asked me what can be done to change the situation we are in as Painters. The answer is complex; yet one thing stands out as something everyone can do, that would be to save money. While everyone seems to be working at least full time and then some, it is time to think about putting a small amount aside every paycheck to weather the rainy days ahead. I know it is difficult with rising prices on utilities and rent, most people living paycheck to paycheck, but if you ask how we will get stronger as a labor organization, having a saving account is one answer. If work slows down for whatever reason, a downturn in the economy, or falling real estate prices and you can’t meet your monthly bills, you will take whatever you can get because you’re desperate. Strength as an organization comes from not being desperate, even when work is slow or has dwindled.

Other strengths come from how we act as professionals and our solidarity. If you don’t have a savings account already, start one if for no other reason than to take personal responsibility for the potentially rough times ahead.

Again, we need the collaborative efforts of every member of our organization to foster new ideas and remain relevant.

The Union Is You! Talk to your Shop Steward, come down to a meeting, get involved, voice your opinions, and participate in the direction of this organization. I welcome your feedback.

Thank you,

Painter’s Local Union #300
Business Representative
Robert Rahkonen

Brothers and Sisters,

I would like to welcome our newest Union Employer, Dahl’s Drywall. Jack Dahl began his career as a Drywall Finisher with our Local in 2007. We’re proud to see him succeed with his business and look forward to helping Dahl’s Drywall continue to grow. Thanks to our organizing department for reaching out to Dahl’s and to our Tribal Liaison, brother Chris Winters for helping Dahl’s Drywall register as a Tribal owned company. This opens doors of opportunity for Local 364 to partner with the Tribes and gives our members preference to work on Tribal projects.

Local 364 Executive Board officers, Evelyn and Melissa Anderson attended the 2018 EmPower Women’s Leadership Conference this March. They were sent as officers of our Local, to represent the Drywall Finishers and get training to be better leaders and role models for women in the construction trades. The North American Building Trades (NABTU) and Seattle Women in the Trades will be hosting the Women Build Nations Conference in Seattle on October 12th - 14th, 2018. We look forward to supporting this event and sending Local 364 members to participate.

Our wage increase of $1.84 per hour will be effective July 1, 2018. The Tapers will meet toward the end of May and decide as a group how much to allocate to the hourly wage and the pensions. You will receive a notice in the mail at least two weeks before the meeting. Please make sure we have your current address and a good phone number in the Local office. Every Local 364 member in good standing is entitled to attend and vote. I hope to see you all there.

Fraternally,

John Boufford
Local 364
Business Representative
Hello Local 427 members,

I have recently been appointed your Representative for Eastern Washington and South East Oregon. There are many things going on in Local 427. Work at the Dams, Vit Plant at Hanford, Striping, Project Labor Agreements (Penrose Hotel & Lamb-Weston expansion), Commercial projects, Industrial projects and Data Centers (South Eastern Oregon) are currently active. This work is ongoing and should employ all the trades we represent; and help continue growth for our membership.

With the Industrial contract up this year, I want to set up a meeting to discuss the contract and get members involved in helping in negotiations to improve our construction industry. If you are interested, please contact me at Fernando@iupatdc5.org

Any members who currently get injured off the job only get $150.00 a week in disability; I am currently working to bring this up to a better supplement with the help of our BM/ST Denis Sullivan.

Representatives and staff are here to assist you. You can call Marialuisa Espinosa at (855) 297-0229 for assistance with any questions. We also have a Glazier Representative, Brandon Kowis working to rebuild the Glazers Union in Eastern Washington. Brandon can be reached at Brandon@iupatdc5.org. If you would like me to visit your job site or have any questions, do not hesitate to call or text, Fernando Arevalo at (206) 794-0989.

One very important thing all members should not forget; The second Tuesday of each month @ 7:00 pm we have our monthly Union meeting at Local 112, Electricians Hall (2637 W. Albany Street, Kennewick.) Put reminders on your phone or mark your calendar, you can make a difference by being at your meeting and becoming part of the Executive Board. We will be conducting meetings via video conference for the Spokane area. Expect to see a postcard coming out soon of the location for these meetings. Attending your local meetings is a great way to build solidarity in our Union.

Fernando Arevalo
Local 427 Field Representative

Brothers and Sisters of LU 740,

We need your support to continue our battle to preserve and protect our work. My heartfelt thanks go out to every member that supports our Union and works to make this a better world for our families and communities. Please remember that our standard of living and employment rights are derived from having members and representatives standing up for what we believe in. We are in a very busy season that looks to becoming even busier. Please send anyone that wants to become a Union Glazer in to see Mike, Craig, or myself. We will have opportunities in both apprenticeship and for Journeymen Glaziers to embark on a Union career. We have worked hard in recruitment and apprenticeship, our Journeymen and Apprentice numbers are now over 440 members. This is the highest that LU 740 has ever seen.

We have some very exciting projects that will be kicking off very soon. This includes a HUGE expansion at PDX, NIKE World HQ, OHSU projects at the south waterfront and Marquam Hill, as well as many schools, and some additional Hospital and Large University projects on the horizon. Our Pension plan continues to remain strong and over 100% funded. Work hard and work safe; and we’ll see you at the next Union meeting.

Local meetings are held on the First Thursday of every month at 6 P.M. in Portland at the Union Hall. We also keep updated times and locations on our website at: WWW.GLAZIERSLOCAL740.ORG

We are located at 11105 NE Sandy Blvd. Portland, OR 97220

Todd Springer
Local 740
Business Representative
Local 1094,
The 1st quarter of this year has been good for trucks. We have seen order intakes and build rate increases at both the Kenworth factory in Renton, WA and the Daimler/Western Star factory in Portland, OR. This year is expected to be the best year for the truck market in a decade.

Kenworth Renton is currently at a build rate of 9 trucks per day and going to 11 trucks a day by the end of the month. Daimler/Western Star Portland is currently at 27 trucks per day; and will adjust their build rate as needed. Both companies are experiencing a labor shortage and are trying new and different ways to attract talent.

Heiser Body Inc. will be relocating there facility in the next year to the South Park area of Seattle, WA. This is due to the loss of their current facility to the City of Tukwila’s Emanate Domain Laws. Despite this set back, Heiser Body is busy and members are working overtime. We have also negotiated an LOU with Heiser Body to comply with the Washington State Sick Leave Law for our members.

Our Paint Makers at Rudd, Rodda, and Farwest Paints, who have faced some difficult times recently, are also starting to pick up. These shops are steady to very busy with some members working overtime. Our Sign makers, Painters, and Hangers at Foley Sign and Messenger Signs are also very busy with members working overtime.

Our Allied Trades Auto Warehousing, Button Smith, Color Graphics, and others are also doing well and seeing increases in business.

This year has brought some new challenges and challenges we have seen before. Parts shortages, truck factories are experiencing a shortage of parts and trying to assist vendors to meet increasing demand. Adjusting to the new sick leave laws in Washington has also been a challenge; due to the fact that some businesses had sick leave, others did not, and some of the businesses that did have sick leave didn’t quite have enough to meet the state law and had to adjust. We are also experiencing a labor shortage, which isn’t necessarily a bad thing and could lead to increased wages for our members.

In closing the economy is strengthening and the unemployment rate is the lowest we’ve seen in years; this brings increased opportunity for our members, friends, and families to achieve their American dream.

Fred Hawkins
Local 1094
Business Representative

Members of Local 1236,

2017 was a great year for the members of Local 1236. Hours were up and our Pension had a 15.39% return; which was in the top 10 percent of all Union funds. Membership continues to grow and we continue to increase our number of Apprentices.

The apprenticeship has hired Vovka Tarasenko as a part-time instructor to assist coordinator John Lawson at the training center. This will help free up John to be able to focus more on STAR. Keep in mind that if you volunteer to help instruct at the training center, those hours will count towards your 24 hour requirement. You can also spend a Saturday practicing skills you may need to improve and that to time will count towards STAR as well. Since 2012 we’ve paid out just under $68,000 to members that have taken their 24 hours of training. John has several first aid classes scheduled, call or email John if you’d like to attend.

We are sending Mike Nielsen to our IUPAT Finishing Trades Institute to participate in a Tarkett Select and Elite Level Train the Trainer Certification. This will be a 32 hour course with a hands on and written test. Once completed successfully, Brother Nielsen will be able to put on the class and certify our members. This is another certification for us to add to our tool belt!

FieldTurf has landed several fields for Vancouver School District. These fields will be installed by members of our Local. FieldTurf is a subsidiary of Tarkett and has been using our members to install fields since 2008.

David Winkler
Local 1236
Business Representative

NOTICE:
For the S.T.A.R. Program training dates, please see page 24.
Hello members of Local Union 1238,
We have what looks to be a great Spring, work wise, as I have been hearing of shops winning many jobs. We will likely have no one on the bench throughout the near future. Be on the lookout for potential Apprentices and send them our way.

Are you involved? No? Then get involved! Are you motivated to help organize more work to your contractors for more work hours? If so, call your Rep or come to a Union meeting as we build our “Feet on the Street” program.

• Your Union needs your help to win jobs for you and your family.
• Ask about other organizing opportunities.
• Be the “Feet on the Street” with your brothers and sisters in the IUPAT
• Or if you have the right stuff to become a staff organizer, contact the DC office and apply.
• Let us know about community help opportunity projects we can sponsor.

Negotiations 2018: We have contract negotiations coming up, as our current agreement expires on June 30, 2018. Are you interested in having your input known? Then attend a meeting and voice your desires for our next great agreement.

LM Meetings: Your DC-5 staff and the shop owners are sitting down regularly to optimize our mutual success rate on bid day.

STAR: The contributions to the STAR program are growing and many of you are not keeping up on your STAR reward opportunities. Please contact me for credit opportunities and watch your mailbox for upcoming events.

Need a class, certification or special training? Call to get plugged into our ongoing training classes or if you don’t see the class you need, we will make every effort to create it.

Apprenticeship: I want to give thanks to our apprenticeship instructor Jeff Greer, his years of expertise in the floor covering industry is being passed on to our current and next generation of floor mechanics, thank you Jeff.

We are diligently working to keep our trade supplied with the most productive, best trained floor mechanics the industry has to offer. We have the best, and most well equipped training facility available and you have access to all of it. We will see you at your Union meeting:

First Thursday Monthly at 5:00 pm

Todd Pierce
Local 1238
Business Representative

Dear Sisters and Brothers of District Council 5,

The snow is finally beginning to melt up north and work is beginning to pick up. This is especially true in the industrial coating field. We also have quite a bit of military base work going on in the Northern half of our state; and with the help of our Local’s Work Preservation Fund (market recovery fund) we’ve been able to secure several large drywall finishing and commercial painting projects, which is great news.

With the increase in industrial coating work coming up, we have been focusing on putting together a Coating Applicator Specialist (CAS) training class in both Anchorage and Fairbanks. We currently have four ASTM panels built in each area and are now working with the District Council’s training department and the International Union to schedule some CAS classes. Any IUPAT industrial painters in the Alaska area who are interested in taking this training please reach out to me at 907-575-6606.

I’m also happy to report that we have been able to organize and host a Supervisor Training Program (STP) class in both Anchorage and Fairbanks as well. I think that the Labor/Management Cooperation Initiative (LMCI) branch of our International Union is one of the most progressive things we do as an organization and the excellent STP comes directly from that. I would strongly encourage any DC 5 member who have the opportunity to take the STP to do so! Our Union is a large machine with many moving parts; and it’s really gratifying when everyone is of like mind and something like this comes together successfully. I would like to thank the Local 1959 members and contractors for their participation in the STP training; as well as the Finishing Trades Institute (FTI) Representatives from the International Union who flew across the country to teach it. I would also like to give special thanks to the DC 5 Training Coordinator, Mark Beaufait, for his invaluable coordination efforts helping put both the STP and the CAS classes together for the Local 1959 membership.

We are truly One Union and the more we work together the stronger we’ll be!

In Solidarity,
~A. Bronson Frye
Alaska Local 1959
Business Representative
From The Locals

Members of 1964,

Over this last year as a Field Representative with District Council 5, it has been my duty to help some of our members with issues as they arise. It is an honor to be helpful to these members. Some times the issues are many months old; fortunately, some times we are still able to to help them.

Have you read our Bylaws? It is to your bennefit to read your Bylaws. Through our Bylaws, we have a mechanism to provide assistance to our members who are going through a hard time. We are a brotherhood and are here to help eachother if we can. If there is ever an issue you are facing, do not hesitate to contact me at TOBYH@IUPATDC5.ORG.

If you move or change your mailing address, it is necessary for you to update your address with the Local. If you are to recieve Notices for Special Called meetings, notices of votes, and this newsletter. Also, if you’re an Apprentice make sure the apprenticeship knows about the change as soon as possible, so that there isnt any breakdown in communications.

As most of you know, we are conducting an audit of our health plan. This is a good time to remind you; please ensure all of you information is up to date. This includes updating your beneficiary card(s) for any of your death benefits and your pensions information is up to date. We need to be keep up to date so if something happens to you, the person you designate, gets what what you worked so hard for.

Knowledge is power and working together will make the difference.

In Solidarity,

Toby Hoffman

Field Representative

Local 1964

The following is a list of STAR classes for Local 1236

Saturday, May 5, 2018

Spraylock seminar: Demonstration of new products, review of existing products, and techniques with various materials. Seminar starts at 8AM at the Cascadia Technical Academy (Clark County Skills Center) 12200 NE 28th Street, Vancouver, WA 98682

Saturday, May 19, 2018

Uzin seminar: Demonstration of new products, review of existing products, and techniques with various materials. Seminar starts at 8AM at the Cascadia Technical Academy (Clark County Skills Center) 12200 NE 28th Street, Vancouver, WA 98682

June 20-21, 2018 (Wednesday & Thursday)

Certification for installation: Skills and knowledge with Nora products Nora Technical Academy. Class will be held at The Painters Regional Training Center 3521 NE Whitaker Way, Portland, OR 97230. Starts at 7:30AM to 4:30PM. At least 6 installers have to sign up for the class to be held with a Maximum of 12. Please make your reservations ASAP with a commitment to attend by calling 503-481-3420.
Recently we had the opportunity to interview Lauren Sanchez; an up and coming lady in the trades. She is a second year apprentice, working for Purcell Painting. She is currently working on the Park Place Middle School project in Monroe, Washington. We were able to catch her during lunch and she graciously shared a little about herself.

Question: “What was your exposure to the Trades?”
Lauren: “My best friend’s mom in high school was a painter and I would always see her come home all dirty and stuff and I was like OMG what do you even do? And then after high school I tried college for a while and I was like “I’m not paying $30,000 a year, there is no way”. So I came back and I was working at a restaurant and my friends mom was like “come do what I do!” and I was like “I can’t do your job!” She was like “I promise you that you can, just come try it” and I loved it. It’s the best thing that ever happened to me.”

Question: “…So how long you been in the Local?”
Lauren: “Almost 2 years now.”

Question: “Ok. You liking it?”
Lauren: “I love it. The Union is the best thing that’s ever happened to me.”

Question: “What’s it feel like to be on your way to being a journey worker in a skilled trade? Like having that career path having that future out in front of you?”
Lauren: “I think it’s awesome and I’m really excited to Journey out. I have fun at my job and you get paid a more than decent wage for it.”

Question: “Yes benefits are a nice too. Have you thought about retirement at all yet?”
Lauren: “Not yet, but I know I’m covered because I’m Union.”

Question: “What do you think retirement looks like? What do you envision that being?”
Lauren: “I dunno. I haven’t even thought about. I’m just like “I love my Job”

Question: “So you’re 2 years in, think back to when you first started. You’re gonna have people coming up behind you, they’re gonna be reading this interview, what advice would you give Lauren from two years ago that other people coming into the trades can use?”
Lauren: “First impressions are important. Show up ready to kick ass. And the second one would probably be you can do it. Just come to work and want to learn; and there will be people that want to teach you.”

Thanks for your time Lauren!
Brothers and Sisters,

There is a business model that has taken hold in the construction industry in many parts of the country, including the jurisdiction of District Council 5; whereby unscrupulous construction employers misclassify their workers as so-called “independent subcontractors.” They do this because if a worker is not classified as an “employee” then they don’t have to pay for workers’ compensation insurance or payroll taxes. Given the inherently dangerous nature of construction work, workers’ compensation can be up to 30% of a contractors labor cost. Therefore, when a dishonest construction company misclassifies workers that should be “employees” as “independent contractors” it allows them to substantially lower their bid and in most cases get awarded the work.

The bidding process itself, something unique to the construction industry is what makes this business model particularly problematic. It’s important to remember that a construction bid is basically made up of four separate parts: the cost of material (approximately the same for everyone), general overhead and the cost of looking at the prints etc. and preparing the bid (again, approximately the same for all employers), the profit, or the percent of the overall bid that is added on that goes in the contractor’s pocket (again, generally the same for most contractors in a particular industry), and LABOR costs - which is the only real variable in the process. Therefore, since construction contracts are usually awarded to the lowest bidder, if a company can cut their labor costs by 30% right off the top by misclassifying their employees as independent subcontractors then it gives that unscrupulous contractor a major advantage over any honest, law-abiding contractors.

This business model has become especially prevalent in the floorcovering and drywall finishing industries, unfortunately, has really taken root here in Alaska as well as other parts of DC 5. The really sad part about this business model is that liability for injury at work is being shifted down on to the workers themselves; and that’s not the type of country that we are supposed to live in. No man or woman should wake up in the morning worrying that they may suffer a catastrophic injury at their inherently dangerous job and see their family fall into bankruptcy because of it. Workers’ compensation exists for a reason and when dishonest construction contractors would rather game the system and wager the life and well-being of their own employees against their company’s profit, then something absolutely must be done.

With that in mind, I am proud to report that we have been working hard at a legislative fix here in Alaska and are having some success that I would like to highlight here. Through many years of educating our elected representatives about this terrible business model and it’s inherent problems and dangers; we have successfully had a bill introduced in the Alaska State Legislature that would amend the Workers’ Compensation Statute of our state to include an 11 point test for “determining independent contractor status.” A copy of the language in the bill is here for your review, is pretty self-explanatory, and common sense. It includes things such as: who provides direction and control over when and how the work is done? Who has the authority to hire and fire people? Who provides the materials for the project? Do you perform work as a part of a group of individuals on a singular task, such as painting a building? The answers to these questions will help determine if a worker is true a “independent contractor” or not.

The goal is to get this law passed and then work with the Alaska Workers’ Compensation Fraud Investigation Division, to root out the “bad actors” and unscrupulous construction employers in our state by asking these pointed questions to employers who we know are gaming the system and employing this fraudulent business model. Once we have accomplished that, it will allow honest, law-abiding employers, such as our signatory Union contractors to once again be competitive in the bidding process and thereby create work opportunities for the members of our Union. It will also allow us to more readily organize new employers into the Union because they will have the assurance that they will be able to compete on an even, fair playing field.

I’m happy to report that on Monday, March 12, 2018, this legislation passed the Alaska House of Representatives and is moving on to the Senate! This absolutely could not have been done without the support and
help of Representative Gabrielle Ledoux. I would like to encourage all the brothers and sisters in DC 5 to reach out to Representative Ledoux’s office and thank her for her dedication and support of this workers’ compensation reform bill (HB 79). She and I have had a good working relationship for many years now and if you mention my name she will know exactly what legislation you’re talking about. Her office can be reached toll-free at 1-800-689-4998, if you feel like giving her a call and thanking her for supporting the working men and women of Alaska.

While we are not quite there yet, it is great to see many years of hard work in the political arena start to pay dividends. This is a small, but crucially important part of our efforts to better the opportunities for the members and contractors in our great Union. We are very optimistic about our chances of moving this bill forward and I promise not to give up until we win the fight!

In Solidarity,

Bronson Frye,

Alaska Local 1959

Business Representative
Broadway Tower
Our Pension funds are Hard at Work.
The work load in Oregon is more than steady in this economic up draft. As we continue to grow as a whole, we use our investments to grow our pensions. One thing we invest our pension funds into is construction of Union Built, community growing buildings. This pension funded project is large to say the least and full of our Unions trades persons performing the work. We are not only making money on our pay checks, but growing the funds in our pensions for ourselves and our brothers and sisters.

This 19 story, 430,000 GSF Broadway Tower, will include 7 floors for a hotel, 9 floors of office space, room for a restaurant and retail space on the first floor, and 4 underground parking levels with 247 parking spaces. At the time of the writing of this article the majority of the leasable floors have been filled and the hotel portion is already spoken for.

A special thanks to the members of Local 10 for talking with our group and letting us take some pictures of them in action. This building is turning out very well and you can tell the talent that has been put into this project.

Some of the members we talked to at this project were:

**Martin Castro, Francisco Sanabria, Alejandro Garcia, Alfonso Fernandez, Andrue Collinsworth, Alejandro Rincon, Loren Lyons, Marvin Cecelio-Guzman, Richard Pickrell**
Overview for Employee Painters Trust
A snapshot of your current project statistics as of 04/05/2018 for employees that are active.

Employee Status

Dependent Status

Support Activity

An overview of the status of employees and dependents as of 04/05/2018 for employees that are active.

Employee Status Detail

<table>
<thead>
<tr>
<th>Status</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
</table>
| Total Employees      | 3,808  | 100.0%
| Complete Response Received | 2,055 | 54.0%
| Complete            | 1,944  | 50.8%
| Complete With Termination | 109  | 2.87%
| Client Update       | 2      | 0.05%
| Partial Response Received | 657  | 17.3%
| Partial Response    | 657    | 17.3%
| Insufficient Doc Termination | 0    | 0.00%
| No Response Received| 1,096  | 28.8%
| No Response         | 1,096  | 28.8%
| No Response Termination | 0    | 0.00%

Dependent Status Detail

<table>
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<tr>
<th>Status</th>
<th>Total</th>
<th>%</th>
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</thead>
</table>
| Total Dependents      | 9,099  | 100.0%
| Verified              | 5,072  | 55.7%
| Unverified            | 3,840  | 42.2%
| No Documents          | 3,314  | 36.4%
| Partial Documents     | 526    | 5.80%
| Terminated            | 176    | 1.93%
| Voluntary Termination | 175    | 1.91%
| Involuntary Termination | 0    | 0.00%
| Insufficient Doc Termination | 1    | 0.01%
| No Response Termination | 0    | 0.00%
| Client Update         | 11     | 0.11%

Terminations for Employee Painters Trust
A view of all dependent terminations as of 04/05/2018 for employees that are active.

Terminations by Relationship

<table>
<thead>
<tr>
<th>Relationship</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child</td>
<td>176</td>
</tr>
<tr>
<td>Spouse</td>
<td>54</td>
</tr>
<tr>
<td>Stepchild</td>
<td>23</td>
</tr>
<tr>
<td>Disabled</td>
<td>14</td>
</tr>
<tr>
<td>Child no SSN</td>
<td>7</td>
</tr>
<tr>
<td>Spouse no SSN</td>
<td>6</td>
</tr>
<tr>
<td>Stepchild no SSN</td>
<td>2</td>
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<tr>
<td>Legal Guardian</td>
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</tbody>
</table>

Termination Type

<table>
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<tr>
<th>Type</th>
<th>Total</th>
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<tbody>
<tr>
<td>Voluntary Termination</td>
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<tr>
<td>Unspecified</td>
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<tr>
<td>Ineligible</td>
<td>44</td>
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<tr>
<td>Divorce</td>
<td>26</td>
</tr>
<tr>
<td>Other Coverage</td>
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</tr>
<tr>
<td>Married</td>
<td>7</td>
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<tr>
<td>Death</td>
<td>6</td>
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<tr>
<td>Age</td>
<td>4</td>
</tr>
<tr>
<td>Military</td>
<td>3</td>
</tr>
<tr>
<td>No Longer Employed</td>
<td>1</td>
</tr>
<tr>
<td>Involuntary Termination</td>
<td>0</td>
</tr>
<tr>
<td>Insufficient Doc Termination</td>
<td>1</td>
</tr>
<tr>
<td>No Response Termination</td>
<td>0</td>
</tr>
<tr>
<td>Total Terminations</td>
<td>176</td>
</tr>
</tbody>
</table>

Savings

- Average Annual Cost per Dependent: $3,500
- Cost Savings to Date: $616,000
- Return on Investment: 809%
Do you have a Picture? Do you have the story?
Do you want to contribute an article or pictures to The Five? Send them to:
TheFive@iupatdc5.org. Please include name(s) of persons pictured and as much information as you can regarding your picture(s). Please include your First and Last name, Local #, craft, and your job site’s location.