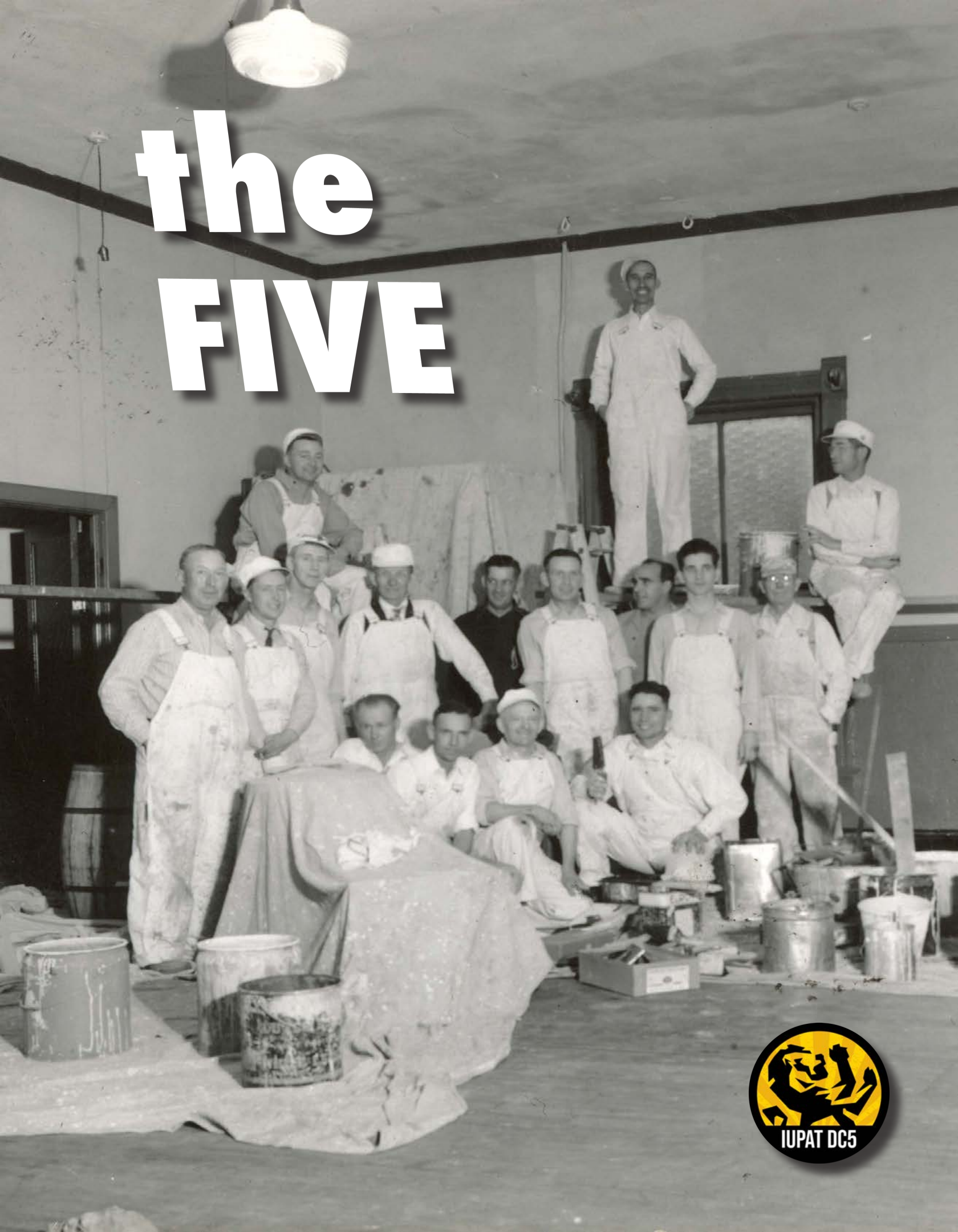


the FIVE





INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES
DISTRICT COUNCIL 5

Contributors:
BMST Todd Springer, Asst. BM Lisa DeRosia (LU188), Director of Servicing Chris Bryant, Director of Organizing Jed Nannery
Scott Oldham (LU10), Brandt Goble (LU77), Kirk Malcom (LU101), Anthony Thompson (LU 300), Toby Hoffman (LU300), Evelyn Anderson (LU364), Richard Parthree (LU427), Mike James (LU740), Fred Hawkins (LU1094), David Winkler (LU1236), Drew Payne (LU1238), Bronson Frye (LU1959), Charlie Young (LU1959), Cynthia Grant

Women's Committee (IUPAT DC5)
Kellan Waddell (IUPAT): Bottom Page 11 - Film Stills
ENSA: Page 10 - Photographs
Producer - Images, Illustrations, Copy:
Communications and Media Officer Michael Prault

Printed by:



Seattle Convention Center statistics:
<https://seattleconventioncenter.com/venues/summit-addition>
<https://www.seattlemet.com/news-and-city-life/2019/04/inside-the-washington-state-convention-center-expansion>

opeiu8/afl-cio



6

SUMMER 2022

4 Greeting from DC5 Leadership

6 Member Spotlight

Brady Smith (Local 1238) nearly lost his eyesight. Being an IUPAT member may have saved his sight and life.

8 Do. The. Work.

IUPAT GP Jimmy Williams Jr made it clear at the Western Regional Conference: The future is bright, but only if we do the work to prepare our members.



8



14

14 New Union Shops

DC5 Business Representatives and Organizers have been hard at work signing new employers and growing our Union.

16 Rewind

18 Snapshots

20 The Work We Do.

Checking out the work DC5 members are doing at the Seattle Convention Center in Downtown Seattle.



20



27

22 Local News @ 5

28 Extras

Prefer a digital copy?
iupatdc5.org/thefive

Do not want to receive The Five?
Email mprault@iupatdc5.org



Dear DC5 Members,

Summer is here, DC5 Family! I hope this finds you all in great spirits and health. We are very excited to re-launch The Five this summer. The last 3 years sure have been a wild ride. DC5 members have proven to be resilient and have continued building with some of the biggest obstacles I have seen in my 30 years as an IUPAT member. I am humbled and proud to serve such an incredible membership. Your efforts truly kept the economy going. Your DC5 staff has also stood up to these obstacles and have moved the needle in all aspects of our organization. Financially, we have surpassed the International's minimum recommended 12 months of financial reserves, moving from just under 9 months of reserve to now just over 14. This is critical to be able to survive any downturn in the economy.

Organizing is the lifeblood of the Labor Movement and remains a high priority at DC5. There have been some historic campaigns both taking off and continuing. The Floor Covering Initiative is the biggest campaign currently. Director of Organizing Nannery will be reporting in more detail regarding DC5's current organizing efforts. Servicing has continued to step up to all the challenges that this pandemic has thrown our way. Our servicing team has negotiated some truly historic contracts for all our crafts.

APPRENTICES...APPRENTICES...APPRENTICES! They are our future. We all need to work together to ensure that we are filling as many future job calls with apprentices as possible. We can fill the waiting lists with 100's of applicants, but that does no good if we do not fill job calls with apprentices. It is our duty as journey workers to mentor and train the apprentices as well. They are our future, and we will be depending on them to pass their knowledge on to the next generation of craftworkers. Along with the amazing work the Training Department has been doing with the apprentices, they have been doing a great job with both the AGMT (Glazier) and CAS (Industrial Painter) certifications. If you are a Painter or a Glazier and do not have these certifications, please contact your Rep or the Training Department. With the massive amount of infrastructure work on its way, we all must be prepared to take advantage of the opportunities.

Politics can be very contentious; I would like to assure you all that DC5 focuses on 4 things when it comes to politics: WORKERS RIGHTS , WAGES, BENEFITS, WORKING CONDITIONS! Do not let politics divide us. We are THE WORKING CLASS, and we must stay UNIFIED! We are going to be hiring a Political Director soon. The main focus of the Political Department will be working closely with the other departments to move legislation that will assist with all our crafts growth. Additional focus will be put on growing membership activism. After all, WE are the UNION, and we all must play our part!

Your District Council staff has come together and is working collectively as a TEAM more than anytime I have witnessed in my 30 years as a member. Your DC5 Leadership has lofty goals, and we are really looking forward to our plans for 2022 and beyond coming to fruition. We also will be looking to add a few more staff members soon, so if you have any interest please reach out and plan on attending an upcoming BOOTCAMP.

In closing, I would like to take this opportunity to remind everyone to look out for one another. Times have been very different, and a lot of folks could use some words of encouragement and someone to talk to. It is our duty to look out for one another! #WeAreUnion

In Solidarity,
Business Manager Secretary Treasurer
Todd Springer



Assistant Business Manager - Lisa DeRosia

Welcome back to The Five! It has been quite a roller coaster ride since the last edition. I won't spend too much time on all the obvious challenges we have faced and will continue to deal with in this ever-changing world we live in. However, I will say I am so proud of all of you that have gone out of your way to volunteer your time to help others. This includes participating in your Local Union meetings and Shop Steward programs. DC5 also has a Volunteer Action Committee made up of numerous subcommittees dedicating time and effort towards supporting our members, families, and surrounding communities. The VAC offers the chance to get involved in our Union's political endeavors, fighting back against abusive employers, growing our membership through organizing, and opening doors for more women, people of color, and the LGBTQI+ community to join our trades. With COVID on its way out, DC5 Women's Committee began in-person meetings as of June 29. As the worker shortages continue, we should be focused on getting more women and minorities into the Trades. The best recruitment tool is talking to someone you know that may not have ever considered a non-traditional Trade as a career option. I can tell you from personal experience, becoming a Glazier was the best decision I ever made for my family. We hope all VAC subcommittees will be picking up where they left off when COVID put everything on pause. If you are interested in getting involved, contact your Local Rep or check out the DC5 website: www.iupatdc5.org/committees.



Director of Servicing - Chris Bryant

Over the last couple of years, there have been a lot of attempts from other Crafts trying to lay claim to work that the IUPAT has historically done. Several Crafts have been trying to use Washington State L&I to get their rates prevailed on certain scopes of work in hopes that they can then use those L&I decisions to help build a jurisdictional case. A couple years ago, we had a meeting with the local Carpenter leadership about working together to organize the unorganized rather than them coming after other Craft's work. They acted like they agreed, so we decided we would meet again soon. Unfortunately, rather than meet with us again, they decided to send out threatening letters to the contractors telling them they better use the Carpenters or else they would come after them. The Carpenters filed 11 separate prevailing wage claims against two contractors that used Painters' wage rates to pay their employees for wall covering work that we have performed for decades. We were able to build a case and provide it to the State to defend our position. After reviewing all the evidence, two different L&I investigators ruled in favor of the IUPAT on ALL 11 prevailing wage claims! Due to a bunch of issues, the NW Carpenters are currently under Trusteeship from their International. One would think their top focus would be getting their own house in order, but unfortunately, they continue to focus their resources on going after other Crafts' work. We have fought back and will continue to fight to keep work assigned to our members!



Director of Organizing - Jed Nannery

Organizer's Boot Camp is coming up again! It's a great opportunity to see what a day in the life of a DC5 Organizer is like. These events are treated as a job interview - sort of. Nearly everyone hired by our Union attends this camp beforehand. We are considering applicants for 5 open positions: Paint Organizer (Seattle and Portland), Glass Organizer (Utah), Glass Field Representative (Seattle). We are also considering a hire to do prevailing wage compliance across DC5. If these positions interest you, or you would just like a peek behind the curtain of organizing in the construction trades, email me at jed@iupatdc5.org. Attach your contact information and a quick reason why you would like to attend. Since we always get a good response to the invitation, the camp is restricted to approximately 20 participants at a time. Applications must be in by Friday October 7th. Final participant selections will be made on or before Friday, October 14th. The camp will take place November 4-7 (Friday through Sunday) in Seattle. Room, board, and airfare are provided. Unfortunately, there will not be time for any sightseeing. Camp runs from 5PM-10PM on Friday, 7AM-10PM on Saturday, and 7AM-5PM on Sunday with homework each night. A second boot camp will be held early next year in Portland. If you aren't selected for the Seattle camp in November, be sure to get on the list for this camp when the invitation comes out. While we do hire from these events, be sure to approach it as a learning experience - learn what happens within the organization. As a participant, you'll get a point of view that most members never get to see or experience.

Being a union member may have saved this Brother's life.



Brady Smith

Brady Smith has been an IUPAT member since 2000. His father is a retired glazier and member of Local 188 who cautioned his son against becoming a tradesman. Brady recalls, "He didn't want me to join a trade because of the layoffs. So, I was kinda middle-leaning when it came to being a union member." As the current President of Local 1238, Brady is no longer middle-leaning when asked if he believes in union membership. While he has been dedicated to his union for years, coming close to losing his eyesight and possibly his life in 2012 firmly cemented his dedication. Now, he seeks out opportunities to share his story and educate anyone who may be middle-leaning or completely anti-union.

Before getting into the trades, Brady worked for Boeing like so many other Washingtonians. Ironically, the layoffs his father tried to protect him from caught up with him at Boeing and led him to the IUPAT Apprenticeship Program. "Boeing folks were getting laid off every 3 years. I ended up getting laid off right as I was trying to start a family. My wife's uncle owned a flooring company at the time, and I told him I needed something steady. He said, 'get into the apprenticeship.' So, I did. I liked it...I was good at, so I've been doing it ever since." Today, he works mostly commercial jobs: ferries, military vessels, low-income housing, airport, etc.

In August 2012, Brady started having horrible head and neck aches, so he went to his doctor. He was put through a series of tests, including a spinal tap. "They put me through EVERYTHING and didn't find anything. They told me nothing's wrong."

By September, he was taking more than the maximum recommended daily dosage of Advil "just to get through the day." Soon he was suffering from double vision for days at a time. He remembers driving to work one day with

one eye closed, because with both eyes open it appeared as if the oncoming vehicles were driving into his lane. Obviously, the doctor's initial diagnosis was incorrect. Something was wrong.

Brady returned to the doctor. This time they put him through a test they hadn't before. The test revealed 2 blood clots in his brain. Brady remembers the doctors' tone and sense of urgency changing, "You need to go to Swedish (hospital) immediately and have someone else drive you."

Even with the doctor's change in demeanor, Brady was unaware of the danger he was in. After being directed by the Swedish information desk to the proper unit, he approached the nurses' station and noticed the floor was empty...

Brady: "I'm Brady Smith. I'm supposed to check-in."

Nurse: "I think you have the wrong floor. Let me see your paperwork."

[Reviews paperwork.]

"Oh, you're correct. You ARE supposed to be here."

[Medical staff start coming in, acting strange.]

"Do you know where you are?"

Brady: "I'm at Swedish."

Nurse: "You're in the Intensive Care Unit."

Brady was told, he wouldn't "be going back to work for a while." A while turned out to be 5 months. For the next 6 weeks, Brady had to visit a specialist every day, followed by 3 days a week for the next few weeks, followed by 2 days a week for the next 2-3 weeks.

In the beginning of December, his vision was

getting worse. The blood clots were crushing his optic nerves. The frightening reality is the healthcare industry often considers this a "non-life threatening" condition – just a simple loss of vision. For many people, this means surgery to repair the condition isn't approved by health insurance companies. Luckily, the quality insurance Brady and his fellow union members receive supplied a preauthorization, so the doctors performed surgery on one eye immediately. The following week he had surgery on the second eye. After the surgery, Brady's doctors told him he is lucky to have the insurance he does, because he was on his way to being irreversibly blind.

Unfortunately, eye surgery didn't stop the pressure caused by the clots from continuously building inside his skull, so Brady was still going blind. The next course of action was brain surgery. A valve had to be placed inside his skull to release the pressure. Although Brady has some permanent blind spots, the procedure finally saved his eyesight and possibly his life.

The prospect of losing your sight or life is scary enough, but the world we live in doesn't allow us to survive without a paycheck. So, when Brady was told he wouldn't be going back to work for a while, his first thought was, "How can I be off work?! How is this gonna work?!"

Continued on page 28...





DO. THE. WORK.

At this year's Western Regional Conference, IUPAT General President Jimmy Williams, Jr's message was made very clear: RIGHT NOW is our opportunity. So, RIGHT NOW we have to do the work.

Over the past decades, IUPAT, our members and their families, and the Labor Movement have faced far too many hardships creating an ocean of toxic division between neighbors searching for someone or something to blame. Have our elected officials screwed up? Yes. Have all political parties screwed up? Yes. Have the citizens of this country screwed up? Yes. Have our unions screwed up? Yes. Have contractors and corporations screwed up? Yes. Have our institutions and systems screwed up? Yes. The truth is MANY factors, people, and ideologies are to blame, not just one. More importantly, blame is not fixing our problems and it never will. The only solution to any problem we face is to do what construction workers do every day: Come together and do the work to fix it.

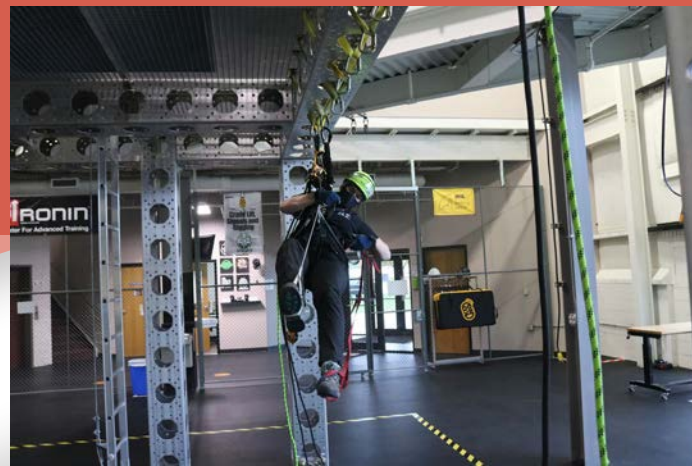
No matter what side of the fence you stand on, there is one definite truth that has not been true in the past according to GP Williams: RIGHT NOW, "we have a White House that picks up the phone every time IUPAT calls" and a Secretary of Labor who is a union member (LiUNA). So, RIGHT NOW is our union's opportunity to get things done for our members. We just have to do the work.



Top: David Winkler (LU1236) reports on Floor Coverers initiatives.
Left: Cynthia Grant reports on Women's Committee initiatives.
Bottom: Western Region's new GVP Mike Gutierrez with BMST's.

SO, WHAT WORK IS BEING DONE?

PREPARING OUR MEMBERS FOR THE WORK THAT'S COMING...



Having a White House that says it is pro-union doesn't mean anything unless steps are being taken to ensure union members have work. So far, the Biden Administration has delivered on its promise to bring UNION construction projects to the U.S. through the bipartisan Infrastructure Bill and his executive orders on project labor agreements. The number of massive projects, including a mile-long battery manufacturing facility, coming our way offer YEARS worth of hours for our members. This is the opportunity GP Williams stressed at the conference.

In order to meet the demand IUPAT has to have QUALIFIED tradespeople to fill these projects. DC5 and our locals are working to train-up our people to ensure IUPAT members are doing OUR trades' work, not other labor unions or non-union shops.

Recently, Local 740 sent 10 members to ENSA's week-long SPRAT (The Society of Professional Rope Access Technicians) training at a cost of \$54,000. All ten members passed the grueling certification, which is "unheard of" according to 740 Business Representative Mike James. The successful graduates were **Luke Maloney, Robert Smith, Greg Enyeart, Brackston Moores, Brady Fadness, Heather Rosen, Brian Neelands, Talon Losey, Austin Miller, and Veniamin Shevchenko.**

When asked about the experience, their comments proved three things: 1) There is a definite union difference. 2) Our dues are being put to work to make sure our members are the highest skilled and the first choice when jobs go out to bid. 3) Union workers are the safest on the job and go home to their families in one piece.

Robert Smith: "You've got non-union guys who are rappelling, making only \$16/hr who were quickly trained by their buddy. Non-union companies aren't going to spend the kind of money that was spent on us to train their workers."

Austin Miller: "Safety gets thrown to the wayside, because the job's gotta get done NOW. People are going to get hurt. We see a lot of unsafe practices, and now I'm prepared to point that out. Everyone has to hold each other accountable. AND, now I can go anywhere in the country to use my card!"

Ven Shevchenko: "Currently, I am the only one at my company who is trained and certified. Now, I will be the go-to guy for these jobs."

ORGANIZING TO STRENGTHEN OUR UNION AND PROTECT OUR MEMBERS...



It's no secret that labor unions have drastically dwindled in size over the past decades. No matter what the cause may be, we have to reverse that trend. GP Williams made it very clear that his team would devote all possible resources to the District Councils in order to bring in new members and rebuild the worker power of IUPAT and the Labor Movement as a whole. DC5 has been putting those resources to work.

With a \$1 million grant from the International, DC5 has built a new glazier training facility in Salt Lake City, dispatched two full-time Organizers to the area, and regularly sends teams of DC5 Organizers to recruit workers and contractors. The IU has also directed other DC's to join forces with DC5 to hit the field for week-long recruitment blitzes to build a union presence in this notoriously anti-union city.

Recently, Organizers from DC5 and DC16 came together in SLC to continue the legacy of labor heroes like Joe Hill. If you are a champion of workers' rights you should know the history and music of the man who stood in front of the firing squad and gave the order to "Fire." Today, the remnants of the prison walls where Joe was executed still stand in a massive public park. But, there is no marker to remember Joe and his fight for human rights. Doesn't matter...we won't forget. **Dear Joe, we do not mourn. We organize.****



The IU has also launched an initiative focused on reviving IUPAT's floor covering locals across North America. This initiative includes funding and resources for blitzes like those in SLC. Twice in 2022, DC's across the country have sent teams of Organizers to Seattle to join forces with DC5's Organizing Department as we work to rebuild Local 1238's membership and continue to hold abusive employers in all of our trades accountable.

At one time, 1238 was one of DC5's largest locals. Now, it is the smallest. With support like this from our entire union, 1238 will change that reality and reverse the damage misclassified 1099's and giant supply houses have done to our industry's paychecks and families' livelihoods.



CREATING OPPORTUNITIES FOR WOMEN TO BE LEADERS IN THE TRADES...



Director of Servicing (DC16) Madison Hull and DC5's Cynthia Grant gave a report to the conference that was both promising and upsetting. IUPAT has made the commitment to bring more women into our Union and to change the "boys club" culture on our worksites that has prevented women from joining our trades. However, we have not met the goals that IUPAT set over the past few years. Hull called out all five DC's and didn't sugarcoat her message, "It's time to stop talking and start doing the work."

DC5's Women's Committee continues to do just that. Most recently, they co-sponsored the Barrier Breakers community event hosted by Washington State Labor Council and AFL-CIO. The event brought together many local labor unions to raise money and awareness for numerous charitable causes in the area. The DC5 sisters and siblings collected 200 backpacks filled with numerous hygiene supplies and clothing for our neighbors living in poverty and homelessness. The bags were then donated to YouthCare and Solid Ground.

The Women's Committee continuously partners with community organizations to create opportunities for all marginalized communities to enter the trades and have the promise of a sustainable and healthy future for their families. As of June 29, in-person Women's Committee meetings have started again. Reach out to your Business Representative or Cynthia Grant if you want to take part in doing the work to create opportunities and better lives.



Many things were discussed at this year's Western Regional Conference, but the major takeaway was the fact that TODAY is our chance to start down a different path. We live in a divided country on a divided globe, and we are members of a politically-divided union. However, we have a White House that not only says the word "union," but does so and then creates a job package and executive orders protecting union labor.

Recently, BMST Todd Springer and Asst. BM Lisa DeRosia attended the NABTU convention in Washington DC where President Biden, Secretary of Labor Marty Walsh, and many other politicians addressed the crowd. Before going, BMST Springer and Asst. BM DeRosia weren't ready to buy-in to the "union" promises made by Biden and so many other past administrations. However, after returning from the convention, they both expressed a belief in the current administration's support for the Labor Movement: "We've never heard the word 'union' so many times."

If you have read GP Williams' message in the most recent issue of The Journal (IUPAT's magazine), then you read much of what he expressed at the Western Regional Conference. Both at the conference and in the magazine, he firmly stated the following point that should be repeated for all of us to reflect upon:

"I respect every member's right to have their own political view, priorities, and party affiliation. I genuinely believe that the diversity of our beliefs makes us a stronger union. I also believe that it is part of our responsibility as union members to present a unity of action. We fight for policies, not people--specifically, policies that make our union stronger, and our industry a more equitable and safe environment for our membership."

The Biden Administration has proven to be friendly and accessible by placing a LiUNA member, Secretary Marty Walsh, to head the Department of Labor; establishing the White House Task Force on Worker Empowerment and Opportunity; signing the bipartisan Infrastructure Bill; and creating executive orders on project labor agreements. It is clear that regardless of one's thoughts on Biden as a politician, his administration is delivering on long-held IUPAT priorities that directly lead to opportunities for our union to grow.

These priorities are among the reasons why we engage in politics. We support elected officials who support our priorities that make our union stronger, FULL STOP. It is because of these priorities that we support the Biden Administration."

Many of our brothers, sisters, and siblings often say, "Why am I paying dues? Union's only vote Democrat. What does my union do for me?" If you are one of these people, then start going to your local meetings. Not only will you get answers to your questions, but you will meet many other people on your side of the fence. Your voice and thoughts will be part of the actual decision-making process instead of being left to die in the comment section of a social media post. You will get to hear exactly what your Representatives are doing on a daily basis to protect our members, their families, and our union. You will get answers to why things you want may or may not be possible. You will be an active participant in changing the things you want changed. Nothing changes without active participation. That's a fact no matter what team you root for.

We may not all agree all the time, but if we can come together and act like a Union then RIGHT NOW IS OUR OPPORTUNITY to have working people's demands met. We just have to do the work.

Above: DC5 Representatives, Leadership, & staff at the conference. Page 12 (Top): IUPAT sisters, siblings, and Women's Committee at the conference.

NEW UNION ESHOPS



IMPACT WALL SYSTEMS, INC.
MILL CREEK, WA

FLOOR SOLUTIONS
WOODINVILLE, WA

SCOTT COATINGS, RENTON, WA

IUPAT Local 300 signed Scott Coatings in Renton, WA. With the addition of this new Union Shop, IUPAT DC5 has grown by 100 new members. Immediately after Scott Coatings CEO Rob Scott signed the paperwork, the first group of new union members were given their New Member Orientation by Representatives Anthony Thompson, Toby Hoffman, and Cynthia Grant.



PUNCH ARCHITECTURAL PAINT SOLUTIONS
PORT ORCHARD, WA



SOUTH TOWN GLASS, INC.
SALT LAKE CITY, UT



FRONTIER GLASS
FAIRBANKS, AK
SPECIALIZED PAVEMENT MARKINGS
PALMER, AK



TECHSOURCE ENTERPRISES INC., PORTLAND, OR

After months of organizing efforts by Field Representative Dustin Hagan and IUPAT DC5's Organizing Department, Techsource Enterprises Inc. has finally become Local 1236's newest signatory flooring contractor.

In March 2021, Dustin met a Techsource foreman named Oscar with a torn ACL who was installing tiles while standing up. Oscar explained that Techsource did not provide him with health insurance. As the conversation continued, it was also revealed that no formal training on new products was offered to him or his coworkers. Training was just "learn as you go." Soon after this conversation, it also became apparent that Techsource workers were not being paid properly. Dustin was informed that a woman believed she was being paid less than what the company had promised. A few weeks later, while picketing another company for unfair labor practices, Dustin was approached by Oscar again. He told Dustin he wasn't being paid the Journey prevailing rate and asked if he and his coworkers were supposed to be receiving that wage.

A few weeks after Dustin informed Oscar of the true wage he and his coworkers should have been receiving from Techsource, fellow Field Representative Roman Ramos received a call from another worker named Oswaldo stating he suddenly received an \$11 raise. Due to the sudden nature of the pay increase, Oswaldo believed he had been cheated out of wages for the hours he worked leading up to the raise. Immediately, Dustin requested certified payroll for the project and found that in fact the reported wages paid did not reflect the same amount shown on the workers' paystubs.

After Dustin filed a complaint with the Bureau of Labor & Industries, David Winkler (1236 Business Representative) informed Techsource's ownership that they were not in compliance with the workforce and training commitments for Portland Public Schools. David offered him two options to reach compliance: IUPAT open shop training or a signatory agreement. Techsource ownership refused both options stating, "they were too expensive for a project that wasn't going to make much money." They also attempted to refute the claims Dustin filed with BOLI. Dustin's response: "BOLI wouldn't entertain a complaint without evidence."

In September, Dustin and David were made aware that Techsource had signed a one job agreement with Carpenters Local 1503. The Carpenters were attempting to retroactively cover the Workforce Training and Hiring Program violations against Techsource by bringing one of the company's employees into their apprenticeship. With the help from the City of Portland, these attempts were squashed.

Even after Techsource was found in the wrong, they continued to bid on public projects. One job in particular had workforce and apprenticeship requirements, as well as an SB2157 requirement (employers must provide healthcare and retirement). At this point, Techsource realized the best option to ensure compliance on the job was to finally sit down and listen to the IUPAT difference.

On November 12, Techsource ownership met with David.

On December 1, their contract with IUPAT Local 1236's newest members went into effect.



OVERNIGHT PRINTING SEATTLE INC., SEATTLE, WA

IUPAT DC5 is proud to welcome Local 1094's newest members and signatory contractor: the Printers, Binders and Designers of Overnight Printing Seattle Inc. Soon after Business Representative Fred Hawkins completed the agreement with Overnight, he and Director of Servicing Chris Bryant were given a tour of the facility by its owner, David Seo. Just like their name states, Overnight is known for its 24-hour turnaround (in most cases) as well as its highly skilled craftspeople with many years of experience.





REWIND...

The name of the stadium may have changed, but the quality Union labor put into building T-Mobile Park (Home of the Seattle Mariners) continues to stand the test of time. In 1997, Ken Griffey Jr. helped break ground for Safeco Field in front of 30,000 fans and DC5 Members from Long Painting Co. & Purcell Painting Inc. helped put the finishing touches on the facility that opened in 1999.

SEND US YOUR PHOTOS

Do you have photos of you and your coworkers on the job, at a rally, on a picket line, etc? Any photos of IUPAT history? Send them to mpraul@iupatdc5.org.

IN THE STREETS



Local 10

Local 10 members rallied at the Vigor Shipyard in Portland, OR to demand a fair contract. Brothers, sisters, and siblings of the Metal Trades Council and other labor and community organizations came to stand in solidarity with the shipyard workers who maintain our nation's military and cargo vessels. #MetalTradesUnity

INITIATIONS



Local 1236

Left to Right: President David Rowden initiates Ricky Roman and Ken Ward.



Local 300

Left to Right: President Paul Van Akker initiates Desiree Ramos.

JOURNEYED OUT



Local 427

Business Representative Rick Parthree presents Leshawn Trammel with his Certificate of Completion for completing his Apprenticeship.

ON THE JOB



Local 364

L to R: Russell Baker Jr, Tannices Burgess, Eric Rude, Reps Evelyn Anderson (LU364) & Fred Hawkins (LU1094) at one of Google's sites.



Local 300

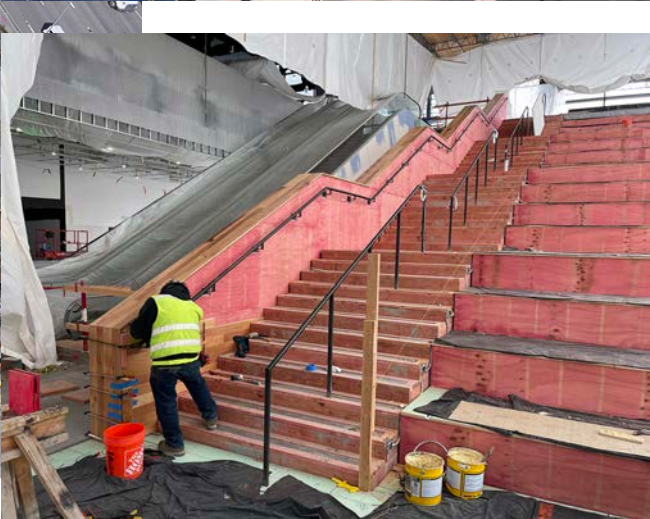
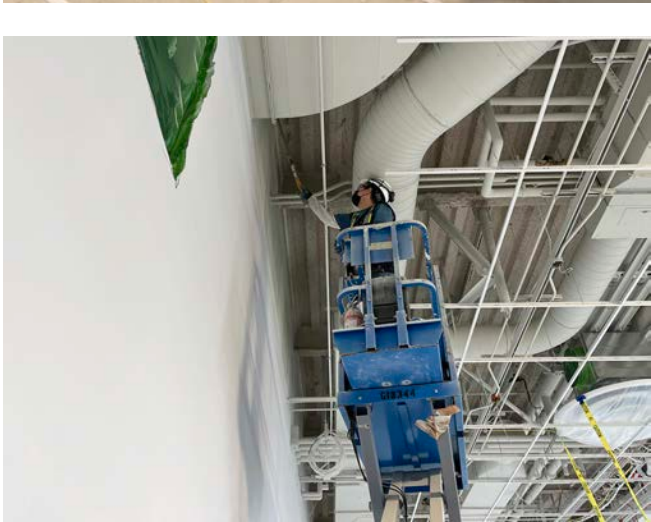
L to R: Nicole Perez and DC5 Representative Cynthia Grant at Seattle Convention Center.



Local 1238

Matthew Mowatt at Seattle Convention Center.

The work we do.



The expansion of the Seattle Convention Center (formerly Washington State Convention Center) is nearing completion. Once completed, Seattle will have another monument to the skilled Union labor of IUPAT DC5 members and our brothers, sisters, and siblings from the other trades working next to us. Here's a few numbers to help you visualize the amount of space and surfaces finished by DC5 members...

20,000 tons of steel • 90,000 cubic yards of concrete • 148,450 sq. ft. of exhibit space • 99,250 sq. ft. of carpeted and acoustically treated Flex Hall • 99,620 sq. ft. of carpeted meeting space • 58,000 sq. ft. of carpeted ballroom spaces • 137,220 sq. ft. of naturally lit lobby space (Sources listed page 2)



Local 10 - Scott Oldham

Local 10 has a lot of shout-outs to send...

Congratulations to the Vigor Shipyard Workers on a successful Metal Trades Unity contract campaign and thank you to our two newest Shop Stewards, Devin Bird and Jeff Boone, for your support. The dedication of our Vigor members resulted in the largest 3-year wage increase we have seen in decades.

Shout out to the continued service of the Local 10 Executive Board members for volunteering their time to keep our local running: Melissa Austin, Lindsey "Matt" Botsford, Mark Fleming, Tearsa Mcvey, Raymond Weaver, Jasmine White, Daric Williams, Robert Woods.

Specialized Pavement Marking Stripers won a new contract, which means our market share is even stronger! If you see a striping company on the highways, those Stripers are most likely a Local 10 member.

The Industrial Painters of Specialty Finishes are prepared to vote in July to organize their paint shops and become Local 10's newest members.



Local 77 - Brandt Goble

Thank you to our Executive Board for their continued work on creating our member reward and new member incentive program. We are working to make everyone feel welcome as members of Local 77.

We continue to be as responsive as possible to our members when it comes to training. As you know, the Painters have an incentive program tied to their health insurance contribution. Painters who have worked safe all year and completed the optional and required trainings will receive their safety reward in December. Also, the Drywall Finishers will receive a \$0.50/hour increase if they complete at least 16 hours of training each year. Please reach out to me for more information on training courses and how you can be more involved with Local 77.

After several years of COVID, we will be having the Labor Day Picnic again! It will be a great time for you and your entire family, and we can't wait to see everyone again.

We have a lot of work coming up quickly, so if you know anyone looking for work please send them our way! See you at the next Local 77 Union meeting!



Local 101 - Kirk Malcom

Our membership has allocated our \$1.80 wage increase for this year. As of July 1, the Journeyperson wage on the check will be \$42.52 per hour. Total package is now \$62.05 per hour.

Congratulations to our newest Apprenticeship graduates: Kelsey Bemoll, Tina Tattooed, Jessie Caamal, James Cogan, Alejandro Garcia, Carlos Hurtado, Holly Kyser, Matthew Parrish, Edgar Rayas, Juan Rayas, Tim Swinkels, Noel Vargas, and Luis Zumudio. Thank you for your dedication and hard work - it takes a lot. Good luck on your continued journey!

Our Apprenticeship is open for applications. If you know anyone interested in becoming a Drywall Finisher please have them contact our Training Center (503-287-4856). Thanks to our instructors (David Gray Jr., Jeff Brooke, Scott Renish) and Local 101 members for sharing your experience and knowledge with our Apprentices. We could not do it without all your efforts.

Special thanks to Jeff Brooke and Joanne Nordquist for their years of service to our apprenticeship and Union. Hope you both have a great retirement!





Local 188 - Lisa DeRosia

A few reminders...

The next Organizer Bootcamp will be in November. If you are interested in becoming an Organizer, here's your opportunity to learn what DC5 Field Representatives and Organizers do on a daily basis.

The Collective Bargaining Agreement for our residential members expires on September 30. Negotiations will begin soon. Watch for your special call meeting notices to come in the mail. Make sure all your information is up-to-date with the Membership Office so that your notices and other information get sent to your current address.

We are looking for members who are interested in becoming Shop Stewards. If you are, reach out and we will get you on the right path.

Now that COVID is waning, start returning to Local 188 in-person member meetings. It's the best way to stay informed of all this information and have your voice heard.



Local 300 - Anthony Thompson

We are in need of Painters, both Journey-level and Apprentices. If you know of anyone looking for work, have them reach out to us. They can call or message me through the revamped DC5 website: iupatdc5.org/local300.

The Journey wage is now \$35.95 on the check, so keep an eye on your pay stubs to make sure you are receiving the proper pay. Monthly dues are now \$45. If you are a member who uses auto-pay, please make sure all of your information is up-to-date to prevent being suspended for accidentally paying the incorrect amount.

Thank you to those who participated in this year's STAR Program. The STAR Awards Ceremony and truck giveaway will be held in November. Event details will soon be coming to those who completed the necessary STAR courses. If you would like to qualify for next year's ceremony and giveaway, start signing up for STAR courses now.

Again, make sure your information is up-to-date with the Membership Office so that you don't miss important notifications regarding job, benefits, opportunities, or union news.



Local 364 - Evelyn Anderson

Big thanks to our bargaining committee and negotiation team for all their help with ratifying our new contract! Since September, they have spent many hours taking a deep dive, preparing to sit down at the table, and helping to get the word out to the other members. Our new 3-year agreement includes a total wage increase of \$9.76 (July 1, 2022 = \$2.70; July 1, 2023 = \$3.98; July 1, 2024 = \$3.16)!

Members have only two more months to get all 5 required certifications on file with FTINW. On September 1st, I will be pulling the dues and certification records to cut the Journeyman Training Fund Check!

Remember, monthly union meetings are every 4th Tuesday at 5:00PM. Be there or be square!

Local 427 - Rick Parthree

A lot of contracts being ratified with the largest raises Local 427 has ever seen...

Our Drywall Finishers ratified a new 3-year agreement with the largest raise ever. Over the next 3 years these members will earn a \$7.50 pay increase!

Our Commercial Painters ratified a new 3-year agreement with the largest raise ever. Over the next 3 years these members will earn a \$7.00 pay increase!

Our Industrial Coaters have reached a tentative agreement to be voted on July 9. This means by the time this issue of The Five is sent out to the Membership, our Industrial members will hopefully have ratified their agreement and will be getting \$3.00 plus cost of living on Year 1, cost of living plus wage opener on Year 2, and cost of living plus wage opener on the Year 3.

We are constantly moving forward with recruiting and setting up training, so if you know anyone who is looking for work or training have them reach out.



Local 740 - Mike James

The Mt. Hood collective bargaining agreement was recently ratified and only had 2 no votes. With this agreement, our members will see an \$8.00 wage increase over the next three years. If you would like to view the new contract, follow the QR code below to the Local 740 website.

Local 740 will begin bargaining for paid sick leave in August. The paid sick leave will go into effect starting January 2023, effecting both Oregon and Washington Glaziers. There will also be a new Death and Disability program put in place for active 740 members working under both the Mt. Hood Glass Association and Marv's Glass agreements.

Currently, the work outlook is promising and Local 740 has successfully placed all members searching for employment. Local 740 advises everyone to save their money. The current state of the economy is concerning, especially considering the material escalation occurring and the possibility of a future recession.



Mt. Hood collective bargaining agreement →



Local 1094 - Fred Hawkins

Many Local 1094 signatory employers are currently hiring. The following shops are all looking for help: Kenworth Truck Manufacturing, Heiser Body, Rodda Paint Manufacturing, HHI/Madigan, and Numatic Finishing. If you or someone you know is looking for employment, have them contact us.

In March of this year, Overnight Printing Seattle, Inc. became our newest signatory print shop. We want to welcome the Printers, Binders, and Designers from Overnight to our Union. One month later, our members from Colorgraphics ratified a new collective bargaining agreement.

2022 has gotten off to a good start for our local, and we hope to keep the momentum moving forward. Again, plenty of Local 1094 signatory shops are hiring, so keep an ear open for people you may know who are looking for work.



Local 1236 - David Winkler

Local 1236 membership has voted to join the Western Washington Defined Contribution Pension Plan. This plan is similar to a 401K. Effective July 1, work hours will be contributed to this plan alongside our existing plan.

The IU's Floor Covering Initiative for Seattle, San Diego, and Las Vegas has been moving forward as planned. Initially, the IU has committed its resources to these 3 locations. However, there are plans to extend those efforts in Portland in the near future.

With summer here, there are a lot of school projects currently taking place. Field Representative Dustin Hagan and I are continuously monitoring these projects. Please let us know if you are working next to any non-union workers, especially public works folks.

The member referral bonus for new experienced apprentices and Journeypeople is still being offered. Again, please reach out to us if you know someone who is looking for work and fits those criteria.



Local 1238 - Drew Payne

With the help from the International and many of our sister DC's, Seattle has had two very successful blitzes in 2022. Another will be taking place later this year. Please reach out if you or any union members you know would like to participate in the upcoming blitz.

The STAR Program banquet is scheduled for Saturday, October 29. Due to the COVID hiatus, this will be our largest prize giveaway to date! In order to qualify for the banquet and prize giveaway, you must complete 3 STAR courses by September 3, 2022.

In the past 6 months, our members have received a 12.4% wage increase. In order to receive these wage increases, members must complete the required 16 hours of Journey-level upgrade training. If you need to complete your upgrade training or are interested in classes that qualify you for the STAR banquet, contact the Apprenticeship Office (206-762-8332).

DC5 has been updating its member communications and online resources to make sure you are kept informed of all important job, benefit, and union information. Please make sure your information is up-to-date with the Membership Office so that you stay active and informed.



Local 1959 - Bronson Frye

Drywall finishing & painting membership unanimously ratified a new CBA that includes \$4.50 in raises over two years. Thank you to all the members who helped with this process!

All IUPAT members in Alaska are currently working and the work outlook is very strong. There has been critical collaboration between our Business Representatives and the DC5 Organizers, enabling us to take on a workload that increased dramatically and rapidly. A big THANK YOU from all of Local 1959 to Director of Organizing Jed Nannery and his crew of Educators, Agitators, and Organizers!

We are excited to expand our Apprenticeship and training capabilities as we are currently building-out a new training area that will specifically cater to Floorcovers and AGMT Glazier certification. We are also excited to welcome our newest members working with 1959's first-ever Traffic Strippers shop, Specialized Pavement Markings! With your addition, our Union continues to get stronger.

Alaska AFL-CIO has endorsed the following candidates for the upcoming November elections: U.S. Senate - Lisa Murkowski (R), Governor - Bill Walker (I), U.S. Congress - Mary Peltola (D). Our Union endorses candidates based on policy, not party affiliation. It's about who will pass good labor policies in Alaska that help us organize workers into our Union and create work opportunities for our members! Each of these candidates represent the best choice for getting that work done. No matter where you live in DC5, be sure to VOTE this November for Labor-endorsed candidates!

Those rare night's when it's meeting night, birthday night, and...



...new hockey jersey night.

Continued from page 6...

This is the moment Brady tries to share with all the middle-leaning and anti-union folks out there, "A guy was complaining on Facebook that the union doesn't do anything. He had no idea about our health benefits or how good they are. Just because we have to pay something doesn't mean we have crap insurance."

If Brady didn't have the quality benefits negotiated and ratified by his fellow union members, today he would be blind, dead, broke, or all of the above.

The total cost of his 3 surgeries, countless doctor visits, medications, and procedures amounted to OVER \$300,000 (a.k.a one-third of a million dollars). That is equal to roughly 6 years worth of wages for our Union's lowest paid members and 3 years for the highest paid. So, how much money came out of Brady's pocket?

\$2600. That's less than 1% of the total cost.

ON TOP OF THAT, Brady received **\$500 a week** from the short-term disability benefit negotiated by our union members. This amounted to an extra **\$10,000** for food and bills that he would never have seen if he worked for a non-union employer.

Ten years later, Brady still has occasional episodes where "the room gets fuzzy and will start to spin, so the doctor adjusts the valve." When you talk to him you get the sense this is a small inconvenience considering where his story began. He seems to be much more afraid for his fellow union members who don't understand the benefits and protections their union membership provides, especially when the future for ourselves and our families is completely unpredictable.

"Before all of this, I never thought anything would happen to me. To this day the doctors don't know what caused it. All they know is that I am genetically prone to this, which means this could happen to my kids. Luckily, my kids are covered by my health insurance too. That's another thing these people (middle-leaning and anti-union) don't realize – **your family is covered too!** And, it doesn't cost you a dime more. Non-union companies might give you coverage, but your wife and kids cost extra."

Brady knows this reality all too well. A family member was diagnosed with cancer and "was in bad shape." As a non-union household, their health insurance was much less than Brady's union benefits, so they were forced to make a choice he says: "Pay thousands of dollars ON THE CHANCE it may work? Or, just fade away? Her husband wanted to pay the money, but she said 'No. That money is for the kids to go to college.'" No matter where our members stand politically, Brady doesn't want anyone to be faced with such a terrible decision. So, he continues to share his story with anyone who claims there is no benefit to being a union member.

"Say what you want, but the medical insurance – I hope you never need it, but if you do it's there. It's a worry I didn't have to have. Joining the Union has given me a lot: a livelihood AND my life. Because, they said if I didn't do anything or have the insurance I do, things could have gone a lot different."

Many traditions from the Labor Movement's history have disappeared, such as song books filled with Union anthems and collections of recipes to fill working family tables. These traditions were a simple way to bring working people of all backgrounds together and remind us that Union homes have much more in common than what is on the surface. We are all just trying to feed our families, and we aren't going to give our labor away for pennies when our employers' tables are overflowing. This is an attempt to bring back one of these traditions. If you have a recipe you would like to share with your brothers, sisters, and siblings please email your name, local union, and the full recipe to mprault@iupatdc5.org. If you wish to remain anonymous, we will respect that as long as we are able to confirm you are an IUPAT member.

We are limited for page space this issue, so this first recipe is a short one - just a simple homemade hot sauce that is great on frozen pizza.

HOT SAUCE

Michael Prault - DC5 Staff

Ingredients*

- 1 lb - Chopped Hot Peppers
(I use 50/50 FRESH jalapeno and serano.)
- 2 cups - White Vinegar
- 1 Tbsp - Salt
- 8 Large Garlic Cloves
- 1 Tbsp - Worcestershire Sauce
- 1 Tbsp - Honey
- 1 Small Tomato
- 1 Lemon

*Substitute and/or change amounts to personal taste. Fresh peppers from garden are much hotter than the garbage at the grocery store. If you want to reduce heat, remove seeds.

1. Set aside garlic, tomato, and lemon.
2. Add chopped peppers into large sauce pan.
3. Add vinegar, salt, worcestershire sauce, and honey to peppers.
4. Simmer on medium high heat for 15 minutes.
5. After 8 minutes, add garlic to pan and let simmer complete.
6. Remove from heat and let mixture cool to room temperature.
7. Juice lemon and chop tomato.
8. Add room temperature mix and tomato to food processor. Add lemon juice to taste.
9. Blend mixture until smooth. If needed, add extra vinegar to thin or for taste – small increments.
10. Strain into bottle.
11. Eat. Highly recommend on frozen pizza. Sauce will keep for months in fridge because of vinegar.

Announcements



Paid Maternity Leave Now Available

Paid maternity leave is now available to IUPAT DC5 members who receive healthcare benefits through the Employee Painters' Trust. If you are unsure about your healthcare benefits you can contact your Business Representative: www.iupatdc5.org/contact. If you know you are a beneficiary of the Employee Painters' Trust, you can contact Benesys directly: (844) 344-2721 or www.iupatwesternbenefits.org.

Employee Painters' Trust Mobile App Now Available

If you and/or your family receive health insurance through the Employee Painters' Trust, you can download the new mobile app. Benesys (EPT administrator) and DC5 will be sending out further information by flyer, text, and email. You can access the app today on the App Store or Google Play. The app is called **IUPATWBenes**.

Women's Committee Meetings In-Person Again

As of June 29th, IUPAT DC5 Women's Committee has started in-person meetings again. If you are interested in becoming part of the Women's Committee and want to know more about what IUPAT sisters and siblings are doing to open doors for women in the trades contact Representative Cynthia Grant (LU300): cgrant@iupatdc5.org

IUPAT DC5 Has a New Website

You may have already noticed, but IUPAT DC5 has a new website. The address is the same, just a new look and navigation. DC5 Leadership wants the website to be a useful resource for our members while being easy to navigate. We are continuously making updates to ensure the site is easy to navigate while providing as many tools for DC5 members as possible. Please be patient with us as we continue to perfect the site. If you have problems navigating the new site or have suggestions for improvement, please contact your Business Representative.

Gold Star Families Memorial Monument Dedication

A dedication of the Gold Star Families Memorial Monument in Lynwood, WA will be held on November 2nd. The keynote speaker will be U.S. Marine Hershel "Woody" Williams (WWII Medal of Honor & Purple Heart). [For more information and registration follow the QR code.](#)





**SUBSTANCE USE
DISORDER IS
TAKING ITS TOLL
IN CONSTRUCTION**

GET HELP

WARNING SIGNS OF SUBSTANCE USE DISORDER

The Mayo Clinic lists these symptoms and signs of substance use disorder: Symptoms Drug addiction symptoms or behaviors include, among others:

- Feeling that you have to use the drug regularly – daily or even several times a day
- Having intense urges for the drug that block out any other thoughts
- Over time, needing more of the drug to get the same effect
- Taking larger amounts of the drug over a longer period of time than you intended
- Making certain that you maintain a supply of the drug
- Spending money on the drug, even though you can't afford it
- Not meeting obligations and work responsibilities, or cutting back on social or recreational activities because of drug use
- Continuing to use the drug, even though you know it's causing problems in your life or causing you physical or psychological harm
- Doing things to get the drug that you normally wouldn't do, such as stealing
- Driving or doing other risky activities when you're under the influence of the drug
- Spending a good deal of time getting the drug, using the drug or recovering from the effects of the drug
- Failing in your attempts to stop using the drug
- Experiencing withdrawal symptoms when you attempt to stop taking the drug

IUPAThelpinghand.com

NATIONAL HELPLINES

GET HELP

AND FIND A
TREATMENT
CENTER NEAR
YOU, A FRIEND
OR A LOVED ONE

UNITED STATES

**1-800-662-4357 (HELP)
OR 1-800-487-4889**

Free and confidential information in English and Spanish for individuals and family members facing substance use disorder and mental health issues. 24 hours a day, 7 days a week.

CANADA

1-877-327-4636



WORKING TOGETHER
TO SAVE LIVES



**IF YOU OR
SOMEONE
YOU KNOW
IS SUFFERING,**

YOU ARE NOT ALONE

Here are the warning signs that someone you know may be at immediate risk for suicide.

The following three signs should prompt you to immediately call the U.S. National Suicide Prevention Lifeline at 1-800-273-TALK (8255), the Crisis Services Canada Helpline at 1-833-456-4566 or a mental health professional.

- 1 Talking about wanting to die or to kill oneself.**
Communication may be veiled, such as: "I just can't take it anymore." or "What's the use?"
- 2 Searching for a means to end their life by suicide,**
such as searching online or obtaining a gun.
- 3 Talking about feeling hopeless or having no reason to live.**

Other behaviors may also indicate serious risk – especially if the behavior is new, has increased; and/or seems related to a painful event, loss, or change.

- Talking about feeling trapped or in unbearable pain
- Talking about being a burden to others
- Increasing the use of alcohol or drugs
- Acting anxious or agitated; behaving recklessly
- Sleeping too little or too much
- Withdrawing or feeling isolated
- Showing rage or talking about seeking revenge
- Displaying extreme mood swings (SPRC)

IUPAThelpinghand.com



WORKING TOGETHER
TO SAVE LIVES

**FIND HELP
NOW**

UNITED STATES

NATIONAL
**SUICIDE
PREVENTION
LIFELINE**

1-800-273-TALK (8255)

suicidepreventionlifeline.org

CANADA

Crisis
Services
Canada

HELPLINE

1-833-456-4566



INTERNATIONAL UNION OF
PAINTERS AND ALLIED TRADES

DISTRICT COUNCIL 5



One of Local 10's leaders during the Summer of Chaos, Robert Woods took some time to describe the powerful experience of going on strike with his coworkers and the sweet taste of victory...