



1969 (22nd General Convention in Miami Beach, Florida)

JOURNAL

A LOOK BACK



1901 (8th General Convention in Detroit, Michigan)



1989 (26th General Convention in Las Vegas, Nevada)



1894 (4th General Convention in Buffalo, New York)



1999 (28th General Convention in Washington, DC)

RESOLUTIONS

PAGE 18

FEATURE

PAGE 40

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CONVERSATION:



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A MESSAGE FROM GENERAL PRESIDENT JIMMY WILLIAMS JR.

Our 33rd General Convention is upon us. During the last week in August, we will come together as a union in Orlando, Florida, to recap our last five years of work and democratically decide what the next five years will look like. **One Union. One Family. One Fight.** Our Convention theme was chosen because I believe these words collectively encapsulate what it means to be an IUPAT member. The combined efforts of tens of thousands of IUPAT members, staff, elected delegates, and our supportive families bring us together every five years.

Our union was founded in 1887, and our First General Convention was held in Baltimore, Maryland, in August 1888. With few exceptions, we have met regularly for over a century to strategize, deliberate, vote on our priorities, and decide how we should run this great union.

While General Conventions can be a joyous and celebratory time, make no mistake: the work we will be addressing is serious, important, and vital to maintaining the IUPAT as a forward-thinking, aggressive union that continues to operate in the best interests of all our members. And we are at a turning point. We have an opportunity to expand our membership, contractor base, and foothold in the industry in an unprecedented fashion. In a few short months, we'll have an equally consequential presidential election in the United States.

Each time we've convened, we've had the chance to chart a path forward for our industry, and our 33rd will be no different. We have numerous major Convention resolutions and IUPAT constitutional changes before us. How we proceed is up to our General Convention delegates. I have faith in our delegates, our membership, and our union. Time and again, when push comes to shove, the IUPAT rises to the occasion. We have survived World Wars, the Great Depression, the Great Recession, and much more. I believe that this General Convention is set to be our best yet, and that is because of the strength of our union, the character of our membership, and the bond we have with one another, our families, and our communities.



General President Jimmy Williams Jr.

Lastly, I want to thank all IUPAT delegates, staff, and officers. This General Convention would not be possible without their efforts. IUPAT staff at the International offices and throughout the United States and Canada have put in countless hours to make this the best possible experience for our delegates.

I look forward to seeing everyone in Orlando. To those members who will not be attending, rest assured that we will make this General Convention our most accessible yet and share key moments and decisions that arise from our delegates.



A REPORT FROM GENERAL SECRETARY-TREASURER GREGG SMITH



General Secretary-Treasurer
Gregg Smith

Our union was founded in 1887, and for the past 137 years, we have set a precedent for proposing amendments and resolutions that have significantly improved our collective work. The IUPAT we know today is a testament to the battles fought and won by our predecessors. That is why this year's Convention theme is so important to me. **One Union. One Family. One Fight.** It's the bread and butter of our union. There is nothing that we can not accomplish together.

Our 33rd General Convention, like those that came before it, signifies a time to make decisions. Since our inception, every staff member, leader, and delegate has helped shape our union into what it is today. In 1887, our first Local Union was chartered in Baltimore, Maryland. Shortly after, 15 more charters were implemented, including our first Local Union in Toronto, Ontario, Canada. In August 1888, our First General Convention was held in Baltimore, where we were recognized as an international union for the first time.

Throughout the years, we have fought and used our collective voice to put a mark on our union's history. In 1974, our delegates spearheaded the drive to reinstate the Davis-Bacon Act and, after concerted action, prevailed. As a result of our efforts, unemployment compensation benefits were extended, and the prevailing rate system for federal blue-collar workers was upgraded. At the 1999 General Convention, delegates moved and voted to change the name of our union from the International Brotherhood of Painters and Allied Trades (IBPAT) to the name we go by today, the International Union of Painters and Allied Trades (IUPAT).

In the past four years as your General Secretary-Treasurer, I have traveled across North America and visited many of you in your District Councils. If you have met me, you know I am not big on speeches and talks, but I am big on actions because actions are what get the job done. The IUPAT was built on years of collective work and action. Our union reflects the work you all do every day, whether it be contract negotiations, strikes, organizing, or local meeting participation. There wouldn't be an IUPAT without our members. An active membership is our union's livelihood and will keep the IUPAT a strong, fighting union for the next 137 years.

In every *Journal*, I give a message; this time, my message is clear and simple: **follow through.** The proposed resolutions and amendments we pass this August are not just words on paper; they are a commitment to action, and we must all work together to ensure they are implemented and seen through to the end.

You all have a vital role in the next five years. We didn't choose the Convention theme randomly. **We want to inspire each of you to unite as one family, fight for your union, and fight for one another.** I have been a union member for 33 years, and this will be my first General Convention as your General Secretary-Treasurer. We are not convening for one big party. This is the time for everyone to come together, raise your voices, collaborate on the issues affecting your District Councils, vote to pass amendments and resolutions, and follow through at your respective District Councils to build a better and stronger IUPAT.

MENSAJE DEL PRESIDENTE GENERAL, JIMMY WILLIAMS JR.

Nuestra 33.^a Convención General está a la vuelta de la esquina. Durante la última semana de agosto, nos reuniremos como sindicato en Orlando, Florida, para recapitular nuestros últimos cinco años de trabajo y decidir democráticamente cómo serán los próximos cinco años.

Un sindicato. Una familia. Una lucha. El tema de nuestra Convención fue elegido porque creo que estas palabras encapsulan colectivamente lo que significa ser miembro del IUPAT. Los esfuerzos combinados de decenas de miles de miembros del IUPAT, el personal, los delegados electos y nuestras solidarias familias nos reúnen cada cinco años.

Nuestro sindicato se fundó en 1887 y nuestra primera Convención General se celebró en Baltimore, Maryland, en agosto de 1888. Con pocas excepciones, nos hemos reunido periódicamente durante más de un siglo para elaborar estrategias, deliberar, votar sobre nuestras prioridades y decidir cómo debemos dirigir este gran sindicato.

Aunque las Convenciones Generales pueden ser un momento alegre y de celebración, no se equivoque: el trabajo que abordaremos es serio, importante y vital para mantener al IUPAT como un sindicato agresivo y con visión de futuro que siga actuando en beneficio de todos nuestros miembros. Y nos encontramos en un punto de inflexión. Tenemos la oportunidad de ampliar nuestra afiliación, nuestra base de contratistas y nuestra posición en el sector de una manera sin precedentes. Dentro de pocos meses, tendremos unas elecciones presidenciales igualmente consecuentes en Estados Unidos.

Cada vez que nos hemos reunido, hemos tenido la oportunidad de trazar un camino por seguir para nuestro sector, y nuestra 33.^a Convención no será diferente. Tenemos ante nosotros numerosas resoluciones importantes de la Convención y cambios constitucionales en el IUPAT. Nuestra manera de proceder depende de los delegados de nuestra Convención General. Tengo fe en nuestros delegados, en nuestros miembros y en nuestro sindicato. Una y otra vez, a la hora de la verdad, el IUPAT está a la altura de las circunstancias. Hemos sobrevivido a guerras mundiales, a la Gran Depresión, a la Gran Recesión



y mucho más. Creo que esta Convención General está llamada a ser nuestra mejor hasta la fecha, y ello se debe a la fuerza de nuestro sindicato, al carácter de nuestros miembros y al vínculo que nos une entre nosotros, con nuestras familias y nuestras comunidades.

Por último, quiero dar las gracias a todos los delegados, personal y funcionarios del IUPAT. Esta Convención General no sería posible sin sus esfuerzos. El personal del IUPAT en las oficinas internacionales y en todo Estados Unidos y Canadá ha dedicado incontables horas para hacer de esta la mejor experiencia posible para nuestros delegados.

Espero verlos a todos en Orlando. Para aquellos miembros que no vayan a asistir, tengan la seguridad de que haremos de esta Convención General la más accesible hasta la fecha y compartiremos los momentos clave y las decisiones que surjan de nuestros delegados.

INFORME DEL SECRETARIO GENERAL Y TESORERO GREGG SMITH



Secretario General y Tesorero,
Gregg Smith

En los últimos cuatro años como su secretario-tesorero general, he viajado por toda Norteamérica y he visitado a muchos de ustedes en sus Consejos de Distrito. Si me ha conocido, sabrá que no soy muy dado a los discursos y las charlas, sino a las acciones, porque las acciones dicen más que las palabras. El IUPAT se construyó sobre años de trabajo y acción colectiva. Nuestro sindicato refleja el trabajo diario de todos ustedes, ya sea mediante negociaciones contractuales, huelgas, organización o participación en reuniones locales. El IUPAT no existiría sin nuestros miembros. La actividad de nuestros miembros es el sustento de nuestro sindicato, y hará que el IUPAT siga siendo un sindicato fuerte y luchador durante los próximos 137 años.

Nuestra 33.^a Convención General, como las anteriores, significa un momento para tomar decisiones. Desde nuestros inicios, cada miembro del personal, dirigente y delegado ha contribuido a dar forma a nuestro Sindicato hasta convertirlo en lo que es hoy. En 1887, se constituyó nuestro primer Sindicato Local en Baltimore, Maryland. Poco después, se implantaron 15 sedes más, incluido nuestro primer Sindicato Local en Toronto, Ontario, Canadá. En agosto de 1888, se celebró en Baltimore nuestra primera Convención General, en la que se nos reconoció por primera vez como sindicato internacional.

A lo largo de los años, hemos luchado y utilizado nuestra voz colectiva para dejar huella en la historia de nuestro sindicato. En 1974, nuestros delegados encabezaron la campaña para restablecer la Ley Davis-Bacon y, tras una acción concertada, prevalecieron. Como resultado de nuestros esfuerzos, se ampliaron los beneficios de la compensación por desempleo y se mejoró el sistema de tarifas prevalecientes para los obreros federales. En la Convención General de 1999, los delegados propusieron y votaron cambiar el nombre de nuestro sindicato de

Hermandad Internacional de Pintores y Oficios Afines (IBPAT) al nombre por el que nos regimos hoy en día, Sindicato Internacional de Pintores y Oficios Afines (IUPAT).

En los últimos cuatro años como su secretario-tesorero general, he viajado por toda Norteamérica y he visitado a muchos de ustedes en sus Consejos de Distrito. Si me ha conocido, sabrá que no soy muy dado a los discursos y las charlas, sino a las acciones, porque las acciones dicen más que las palabras. El IUPAT se construyó sobre años de trabajo y acción colectiva. Nuestro sindicato. Nuestro sindicato refleja el trabajo diario de todos ustedes, ya sea mediante negociaciones contractuales, huelgas, organización o participación en reuniones locales. El IUPAT no existiría sin nuestros miembros. La actividad de nuestros miembros es el sustento de nuestro sindicato, y hará que el IUPAT siga siendo un sindicato fuerte y luchador durante los próximos 137 años.

En cada *revista*, doy un mensaje; esta vez, mi mensaje es claro y sencillo: **sigamos adelante**. Las propuestas de resolución y las enmiendas que aprobemos este mes de agosto no son solo palabras sobre papel; son un compromiso de acción, y todos debemos trabajar juntos para garantizar que se apliquen y se ejecuten hasta el final.

Todos ustedes tienen un papel vital en los próximos cinco años. No elegimos el tema de la Convención al azar. **Queremos inspirar a cada uno de ustedes para que se unan como una familia, luchen por su sindicato y luchen los unos por los otros.** Soy miembro del Sindicato desde hace 33 años y esta será mi primera Convención General como su secretario-tesorero general. No nos reunimos para celebrar una fiesta. Este es el momento para que todos se unan, alcen sus voces, colaboren en los asuntos que afectan a sus Consejos de Distrito, voten para aprobar enmiendas y resoluciones, y hagan un seguimiento en sus respectivos Consejos de Distrito para construir un IUPAT mejor y más fuerte.

WITH BIG SUPPORT COMES BIG INCENTIVES!

Henry Lever Action .22



Orca Cooler Package



Barnett Explorer XP370



6 INCENTIVES TO CHOOSE FROM!



Since 2013, the Union Sportsmen's Alliance (USA) calendar program has raised hundreds of thousands of dollars for community-based conservation projects and for worthy union causes.

Benelli Nova 12 ga.



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HOW IT WORKS

- 1 Union Locals donate to the USA and receive bundles of 50 or 100 calendars
- 2 Locals can sell calendars to raise \$10 per calendar
- 3 Locals receive incentive items with bulk calendars - *guaranteed*
- 4 Union members who get calendars can use them to enter:

USA's 2-Guns-A-Week Sweepstakes
(that's 104 chances to win a firearm!)



LEARN MORE AND GET YOUR USA CALENDARS!
UnionSportsmen.org/calendar-2025-usa

SERVICING UPDATE

General Vice President for Service Mark Komaromi

AIMING HIGH

In recent months, the Servicing Department has held training sessions at several District Councils to help service representatives better assist our membership and our contractors. General President Williams has correctly stated that we are structured in a manner that has our service representatives constantly engaging with our proud and talented membership.

Service representatives are learning to adequately communicate and encourage members to improve themselves and become active with their union, discuss the ever-changing workforce with contractors, and work with our training departments to continually provide the updated and proper training the industry demands.

We should continually strive to advance ourselves in every way and guarantee that we are more effective and employable than the non-union workforce. We should take the necessary training (like journey worker upgrade training) to become high-echelon members and first-class workers. This will improve individual skills, make our contractors more competitive, and aim to secure work for tomorrow. When done correctly, our efforts will bring more market share and better wages to our negotiations.

Our members must also engage with their Local Unions to strengthen and build power within the IUPAT. It will take all of us, starting with every service representative, to make our union the best it can be. I encourage all members—District Council staff and rank-and-file—to ask your leadership how you can help with job actions, community events, and political efforts and simply be an involved member who can make a true difference.

We must also push and encourage fellow members to do the same and have one another's backs. If you encounter anyone struggling in any way (on or off the job site), make a concerted effort to help lift them up and not push them down. Assist them with what will improve them so that collectively, we are a stronger union. Things are not handed to us in life, so let's go out and take what we want together and make solidarity an actuality, not just a turn of phrase.

As far as political action goes, it's long been the tenant of the IUPAT that political affiliation, whether Democratic or Republican, does not matter. What matters when we seek

to support elected officials is that they show direct support for our issues—like Project Labor Agreements, Community Benefits Agreements, Davis-Bacon wages, and apprenticeship utilization—our support should be and is decided on what helps our union grow and not based on wedge issues. These issues should be tossed aside. It's about what puts food on the table for all of us, helping create projects with these aforementioned labor standards, allowing our signatory contractors to bid on an even playing field, and forcing low-road contractors to pay their workers a good wage—the union wage. We can only achieve this by standing together on what is best for all and not just any singular issue.

By the time the IUPAT's 33rd General Convention begins in August, we hope to have completed the new and innovative service training with all U.S. District Councils. Soon after, we will take the training to our Canadian District Councils.

Opportunities should be provided to all members, and we must all be equipped with the tools needed to remain vital and productive in our industry. Let's continue to aim high, improve ourselves, and help one another in our quest to gain more work hours with viable contractors, increase market share, and grow stronger, bigger, and better.



District Council 5



District Council 58

ORGANIZING UPDATE

General Vice President for Organizing Shane Smith

ONE UNION. ONE FAMILY. ONE FIGHT.

GEMTRON STRIKE

Since May, the Organizing Department has been supporting the efforts of District Council 91 to win a fair contract with the Gemtron Corporation in Vincennes, Indiana. Across the country, our union has taken action against Gemtron's parent company, SSW Advanced Technologies, and Trive Capital, a private equity firm that owns SSW. Several District Councils have sent delegations to SSW's headquarters in Louisville, Kentucky, and other shop locations in Iowa, Pennsylvania, and Tennessee, including DC 30, DC 53, DC 57, DC 58, and DC 77. We have also held actions at Trive's headquarters in Dallas, Texas, where General President Williams led a delegation to their Managing Partner, Conner Searcy. Additionally, representatives from DC 78 spoke at the Florida State Board of Administration Investor Advisory meeting. This show of support has helped educate the public and will hopefully get Gemtron back to the bargaining table.

During this two-month-long strike, the strike line has grown due to the hard work of IUPAT International General Organizers Danny Vuyk and Antonio Cruz, District Council 91's entire staff, and organizers from DC 6, DC 7, and DC 82. We've also gained a new organizing opportunity with the temp agency Gemtron was using to replace our members. This campaign has been a great example of how solidarity amongst our affiliates can allow us to take on a large corporation like SSW.



TORONTO/OTTAWA RESIDENTIAL PAINT CAMPAIGNS

In June, DC 46 came to an agreement with Ottawa area contractors on a first-ever CBA for the low-rise and high-rise residential single-family/multi-family housing market in Ottawa. In 20 months, DC 46 organized 46 companies, bringing their market share from 0% to 90%. This is a major accomplishment that was achieved through the support of bilingual organizers from U.S. District Councils, including DC 14, DC 30, DC 35, DC 36, and DC 51. This win should add





over 300 new members to the IUPAT, resulting in our newly organized members receiving good raises and benefits.

Also in June, DC 46 launched a new residential housing campaign in Toronto with the help of organizers from around Canada and the United States. This campaign aims to organize the last 11 non-union residential shops in the Greater Toronto Area (GTA). The week of June 17, 2024, an organizing blitz hit 110 projects, which resulted in 35 union cards signed to work towards certification. DC 46 also successfully put in two certifications on commercial glazing contractors this year in the GTA.

NORTH AMERICAN BUILDING TRADES UNIONS (NABTU) SINGLE-FAMILY HOUSING CAMPAIGN

Last year, NABTU formed the Single-Family Housing Committee, tasked with analyzing the single-family housing market in the United States. That committee conducted research and job visits to connect with workers and collect information in four areas. Based on the research provided by the committee, the NABTU General Board of Presidents approved the committee to build a plan for two cities. In May, they approved the committee to start campaigns in the Minneapolis/St. Paul, Minnesota, and Phoenix, Arizona, metropolitan areas.

These campaigns provide the IUPAT with an important opportunity to regain lost market share and combat worker misclassification, which usually starts in residential construction and spreads to commercial, affecting our ability to maintain area standards and market share. It also allows us to grow our drywall finishing, glazing, floorcovering, and painting membership. According to the Bureau of Labor Statistics, there is double the number of residential painters than commercial painters. The IUPAT will assist NABTU, DC 36, and DC 82 in leading this work along with the Bricklayers and IBEW.

ORGANIZING OPPORTUNITIES

So far this year, our District Councils have signed 80 new contractors thanks to the following bills that are helping raise standards in the construction industry thanks to the Biden Administration:

- The Bipartisan Infrastructure Law and legislation that allows for PLAs on federal funding projects over \$35 million.
- The Inflation Reduction Act and CHIPS Act, which give business tax credits from 25-35 percent for owners utilizing apprentices.

As a result, billions of dollars have been invested in construction, and more workers are now benefiting from a prevailing wage. Through our marketing efforts, we have an opportunity to sign contractors who, in the past, may not have seen the value of the union.

Right now, unions have the highest approval rating since 1965, with 68 percent of Americans acknowledging that unions improve working conditions and wages. This provides another opportunity for our union—returning to grassroots worker organizing through National Labor Relations Board (NLRB) elections.

In the end, it is the workers who choose whether their company is union or not. Councils like DC 14, DC 46, DC 51, DC 77, and DC 82 are taking advantage of every chance they see to grow our union and raise industry standards. To support this, the IUPAT has held three trainings for NLRB elections in each region of the U.S. So, I encourage each of our members to always take the time to talk with non-union workers and let them know why they are union, and remember that our work on the job is a reflection of our union.

THE IUPAT ENDORSES KAMALA HARRIS FOR PRESIDENT OF THE UNITED STATES

Vice President Harris has been instrumental in standing up for issues that our members deeply care about since day one of the Biden-Harris administration. From expanding workers' rights to organize to protecting women's rights to ensuring our hard-earned pensions are secured, she has proven herself a tireless advocate for economic justice, racial equality, and building a 21st-century infrastructure that includes environmental sustainability. Kamala Harris' vision has been unwavering on the issues that matter most to our union.

After the events of the past few weeks, especially the divisive tone and policies espoused by the Republican National Convention, the most important political priority for working people is

preventing a second term for Donald Trump. There's no better candidate to keep the anti-worker Trump-Vance ticket and their Project 2025 as far away from the Oval Office as possible than Vice President Harris.

We believe that Kamala Harris' leadership is essential to ensuring that the gains we have made are not only preserved but expanded upon. The IUPAT proudly supports the historic candidacy of Kamala Harris for President of the United States. We're confident that she will continue to champion the rights of workers and advance a pro-labor agenda that benefits all Americans, and we look forward to mobilizing our members in the months ahead to make that a reality.



GOVERNMENT AFFAIRS UPDATE

General Vice President for Government Affairs Liz McElroy

CONVENTION LOOK BACK

Because of the timing of IUPAT General Conventions, it happens that every 20 years, one is held just months before a U.S. presidential election. This provides a great opportunity for a “kick-off” of sorts to the fall campaign season. As I look forward to the IUPAT’s 33rd General Convention in August, I’ve been reflecting on how the world and campaigns have changed since this last happened 20 years ago.

In 2004, George W. Bush was running for a second term in an environment that was considerably less polarized than today. Sure, parties and people have always had different opinions on what is best for the country and how to get there. However, back in 2004, many leaders in both parties were still willing to put aside their ideological differences to reach a compromise on common goals.

This is not to say there were not huge divisions. The war in Iraq was only a year or so old, and the unity the country had felt post-9/11 was dissipating. Protests in the streets were not unlike what we’ve seen in the last few years around social justice issues.

The way campaigns operate and how the IUPAT member-to-member program works have also changed a lot over the past 20 years. In 2004, Facebook was brand new, and we were still years away from Twitter, TikTok, and Instagram. It’s sometimes hard to remember a time before social media was so dominant in our lives, but it wasn’t long ago at all. Technology has also changed dramatically—the iPhone was still three years away.

Back then, we couldn’t rely on text messages, videos, digital ads, and social media posts. We had to talk to each other about the issues that mattered and how we, as IUPAT members, could raise our voices and be heard. And while for the 2024 elections, we will have all those tools at our disposal, talking to each other—and listening to each other—is still the best possible tool we have.

Finally, one thing that *hasn’t* changed in the last two decades is how IUPAT members show up and do the work whenever needed. Time and again, I hear from people across the country that the IUPAT is always there—whether for election work, picket lines, or solidarity actions. It is something that defines us and that we should all be proud of.

FEDERAL BUDGET AND LEGISLATIVE UPDATE

In the United States, legislation and policy work at the federal level often slow down during a presidential election year, and 2024 will be no different. Of course, the budget process must still occur, and we continue to face many challenges.

- As I write this, Congress is working on several appropriations bills. As expected, the majority in Congress is looking to make considerable cuts to funding for the Department of Labor and the National Labor Relations Board. The IUPAT will work with the rest of the labor movement to push for full funding for those and other enforcement agencies.
- This year, we have continued to see an increase in Congressional Review Act Resolutions attempting to turn over administrative actions of the Biden Administration. Many regulatory measures intended to improve workers’ lives—including rules related to project labor agreements on federal projects, enforcement of prevailing wage, and those designed to protect workers from misclassification—have been subject to attempts to overturn them.

Working with our allies in the Canadian Building Trades, the IUPAT fights to ensure every budget includes funding for priorities that help us grow as a union and then works to ensure the supporting legislation gets passed. This year was no different, and the IUPAT saw many positive outcomes from the 2024 Budget and Parliamentary session, including:

- Continued investments through Employment and Social Development Canada in the Canadian Apprenticeship Strategy, a funding mechanism that supports programs through cash grants and other avenues, focusing on reaching out to more women and other underrepresented groups in the trades.
- In a major win for skilled trades workers, the Investment Tax Credits legislation passed Parliament in June. Similar to legislation in the United States, the Investment Tax Credits are only eligible to employers on clean energy projects who meet certain labour conditions, including apprentice utilization rates and prevailing wage.

In both the U.S. and Canada, we will continue to fight for budgets and policies that reflect IUPAT values of high labor standards, fair compensation, and a level playing field for our employers and members.

THE INTERNATIONAL FINISHING TRADES INSTITUTE

IFTI MASTER INSTRUCTOR CAPSTONE PROGRAM GRADUATES

The International Finishing Trades Institute (IFTI) is proud to announce the successful completion of Capstone projects by our newly conferred iFTI Master Instructors. Since December 2023, these candidates have dedicated numerous hours to gathering, organizing, and creating content and materials to develop units of instruction that fulfill identified needs. These projects allowed the candidates to showcase their skills in instructional design and teaching techniques learned in the iFTI Associate and Master Instructor programs.

We commend the following iFTI Capstone graduates for their hard work and achievements, and we recognize the support and guidance provided by their peers, advisors, and Directors of Training throughout their Capstone experience.



L to R: Angel Galloza (DC 11) Door Hardware Technician, Veronica Leal (DC 14) Commercial Vinyl Applications, Todd Schroeder (DC 7) Mental Health Awareness, and Lisa Marie Hanson (DC 36) Substance Use and Mental Health.

The Capstone projects covered a range of interests and topics, including substance use and mental health awareness, commercial vinyl applications, mental health and EAP awareness, and door hardware technician installation/de-installation. Each candidate not only presented content relevant to our members but also displayed their talents and desire to make a positive impact on the members they serve.

The completion of these Capstone projects demonstrates the practical application of skills and knowledge in addressing topics of interest and need. Additionally, they highlight the application of instructional design principles to create engaging and effective learning experiences that help improve the performance and productivity of the members.

The iFTI Master Instructor Capstone class was led by Curriculum Instruction Technology Coordinator Alice Gwinn and Instructor Development Specialist Lisa Berlin of the iFTI Curriculum Department, with full support from Tom Pfundstein, Director of Curriculum & Instruction.

ASSOCIATE INSTRUCTOR TRAINING PROGRAM GRADUATES

Congratulations to the recent graduates of the iFTI Associate Instructor Training Program. A program certificate and transcript file has been uploaded to their LMS My Profiles:

- Walter Briggs (DC 9)
- Leidy D Campusano (DC 77)
- Charles Eck (DC 21)
- Christopher E Gardner (DC 6)
- Andrew B Henry (DC 77)
- Arturo Hernandez (DC 36)
- Paul Michael Nuetzmann (DC 77)
- Joshua Osterhout (DC 4)
- Lori Pall (DC 91)
- Brian A. Pena (DC 36)
- David A Peterson (DC 4)
- William Fred Quackenbush (DC 77)
- Erik C. Schorken (DC 16)



2024 LMS TRAINING

With assistance and training by the iFTI Curriculum team, we are working to enhance the skills and knowledge of iFTI instructors and LMS Administrators in all District Councils. Our goal is to empower training departments to use the LMS effectively to support local members in their pursuit of education and training. The iFTI LMS has evolved over the years, and there are features that can enhance productivity in managing enrollments, importing student data, running reports, and more.

LMS Training

In March, the iFTI Curriculum team conducted two webinars with over 120 participants in each session:

- **Zoom 1: Basic User Overview** (Homepage, Login, and Widgets) - Training for new users, users who have not logged into the system, and existing users who need a refresher.
- **Zoom 2: Admin Features** (Admin Menu and Admin Tools) - Training for admins or instructors who review students' info, manage enrollments, assign learning paths, import completions, etc.

Check the LMS homepage, My Communities, or your Admin/Learner Orientation courses for more resources.

iFTI is now offering hands-on LMS training. The in-person training will focus on the administrative functions needed in your training departments. If you are interested in attending hands-on LMS training in Hanover or conducting a class at your District Council, submit a request to FTIInternational@ifti.edu with your suggested training dates and list of participants.

IFTI RECEIVES RE-AFFIRMATION FROM COE

The Commission of the Council on Occupational Education met in March to review our Self-Study Report, Team Report, Institutional Response Report, and other supporting documents. We are pleased to announce that the iFTI was granted a reaffirmation of accreditation for the next six years! A visiting team will return to Hanover in 2029 to begin the process of the next reaffirmation.

Please see the COE Accreditation slider on the LMS homepage for documents pertaining to COE accreditation, including the iFTI Self-Study, the Student Handbook, iFTI faculty resumes, and more. The COE plans are also available for your perusal.



COE WORKSHOP @ IFTI

On March 14, 2024, several iFTI staff members met to review the 10 Standards of COE Accreditation. Several District Councils have been identified to undergo the self-study process to see how their programs align with COE's 10 Standards. District Council self-studies will be completed in early August. During the 8-hour workshop, attendees reviewed the check sheet criteria for all 10 standards, using the recent iFTI Self-Study for Reaffirmation as an example.

The following week, Instructor Development Specialist Lisa Berlin, Apprenticeship Program Specialist Dan Hink, Industrial Coatings Specialist Ken Seal, and Glazing Specialist Matt Fox, along with the District Council Directors of Training, participated in a Zoom meeting to review the criteria for Standard 2: Educational Programs, and provide an example of a completed Standard 2 for the self-study. The purpose of this meeting was to demonstrate how to complete a self-study, including the analysis and documentation of compliance with the Self-Study Check Sheet criteria.

RESPECTFUL WORKPLACE TRAINING FOR DISTRICT COUNCIL 50

Written by DC 50 DoT Breanne Geronimo

Hawaii's rich cultural tapestry is renowned for its diversity, making it a unique melting pot of ethnicities. However, despite this vibrant mosaic, the construction industry has traditionally been male-dominated.



Recognizing the need for change, District Council 50 has taken proactive steps to foster a more inclusive environment within the construction sector. With an increase in female membership and a generational shift within the workforce, the council embarked on a journey to reshape the culture of construction in Hawaii.

iFTI's Executive Director Anton Ruesing and Director of Curriculum & Instruction Tom Pfundstein collaborated with the International Foundation to organize a Respectful Workplace Training for District Council 50. This initiative aimed to reinforce the importance of cultivating a positive and inclusive workplace environment.

The training highlighted the role of a respectful workplace in reducing conflicts, enhancing teamwork, and boosting productivity and job satisfaction. For union contractors, embracing diversity and fostering inclusivity translates to increased efficiency, better project outcomes, and a bolstered reputation.

District Council 50 extends its gratitude to iFTI, LMCI, and the International Foundation for their invaluable support in delivering this transformative training. By investing in Respectful Workplace Training, the council is nurturing a harmonious work environment and paving the way for a more prosperous and equitable construction industry in Hawaii.

ROSETTA STONE PARTNERSHIP

The iFTI has continued its partnership with Rosetta Stone to build fluency and confidence in speaking new languages for our members. The license agreement has been extended through November 2024. Rosetta Stone registration requires approval from the Director of Training.

Please send requests using the following instructions:

Send To: Support@iupat.org or use the LMS Contact Us link

Email Title: Rosetta Stone Registration

Email Body:

Please register the following for the Rosetta Stone course:

- Full Name
- Member ID
- Email Address
- District Council
- Learning Language (Select from the 25 languages available on the Rosetta Stone website)

For more information about Rosetta Stone, please visit the LMS ticker.

Being an **IUPAT** Member Has its Privileges

Union Plus makes everyday life more affordable with wireless savings, flower and gift savings, discounts at restaurants and on movie tickets and live events, and much more.

Exclusive Discounts for IUPAT Families



See more at
unionplus.org



JOB CORPS

LOOKING FOR QUALIFIED PRE-APPRENTICES FOR WORK IN YOUR AREA?
CONTACT OUR JOB CORPS PLACEMENT COORDINATORS:

CENTRAL WEST
JAMES STAATS | (410) 491-6505

CENTRAL EAST
TIM SORRELL | (202) 262-0537

National Project Coordinator Lawrence Burgess

SAN DIEGO JOB CORPS CENTER

San Diego Job Corps Center painting pre-apprentices on a community service project for Southern California's Carlsbad Village, Army and Navy Academy.



Scan with your phone's camera to learn more about the IUPAT Job Corps Program.



IUPAT JOB CORPS AND DC 77 HOST HANDS-ON CAREER FAIR

In May 2024, the IUPAT Job Corps Program and District Council 77 hosted the Second Annual Hands-On Career Fair at the District Council 77 training center in Atlanta, Georgia.

Team members from YouthBuild and Atlanta Public Schools Adult Education were on site to teach participants about labor history, the benefits of collective bargaining, commercial and industrial painting, drywall finishing, glazing, sandblasting, and scissor lifts.





Resolutions

The following are resolutions received by the International to be considered and voted by the delegates of the International Union of Painters and Allied Trades' 33rd General Convention from August 26-30, 2024.

RESOLUTION NO: 1

COMMITTEE DESIGNATION: RESOLUTIONS

**SUBMITTED BY: Painters Local Union 18,
New York, New York**

SUBJECT: Creating a "One Union" Working Group

WHEREAS, in keeping with the theme of the IUPAT Convention, we must work to ensure that "One Union, One Family, One Fight" is more than just a slogan; and

WHEREAS, many of the resolutions at this Convention will be in support of how we respond as "One Family" and how we show up to "One Fight"; and

WHEREAS, the concept of "One Union" is more than just our procedures and structures; and

WHEREAS, "One Union" means that members and leaders of the IUPAT are united in our common vision of a better life for ourselves, our families and our communities regardless of which trade or district council we come from; and

WHEREAS, "One Union" further means that all members need to feel welcome, encouraged, and supported through all phases of their career; and

WHEREAS, the words and images we use to communicate within the IUPAT and to our contractors, allies, and the public should reflect our values; and

WHEREAS, in order to best achieve that goal, we need to share a common language, style and brand across the entire IUPAT; and

WHEREAS, this includes a consistent, strategic approach to promote our crafts and the value of the IUPAT to our contractors, our allies, and the public;

THEREFORE BE IT RESOLVED, that no later 6 months after this Convention, a One Union Working Group will be appointed by the General President to work under the direction

of the Director of Communications; and
BE IT FURTHER RESOLVED, that the One Union Working Group will include representatives from District Councils, IU Departments, Affiliated Funds, and IUPAT Committees; and
BE IT FINALLY RESOLVED, that the One Union Working Group will create an IUPAT Style Guide to ensure we are using shared phrasing, words and graphics throughout the IUPAT and will help implement adoption; track progress; and make further modification recommendations as needed.

RESOLUTION NO: 2

COMMITTEE DESIGNATION: RESOLUTIONS

**SUBMITTED BY: IUPAT District Council 58,
Collinsville, Illinois**

SUBJECT: Enforcement of Apprenticeship Ratios

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) acknowledges the essential role of apprentices in maintaining and growing our workforce;

WHEREAS, the IUPAT is currently over 9,000 apprentices short of our 3:1 ratio goal;

WHEREAS, the IUPAT Constitution calls for, and most contracts specify, Apprentice to Journey person ratios of one (1) Apprentice for every three (3) journeypersons, ratios which are critical for the training and development of apprentices;

WHEREAS, yet these ratios are not being consistently observed and the failure to adhere to these ratios has led to an insufficient number of apprentices within our current system, jeopardizing our ability to sustain membership levels and replace retiring and departing Journey persons;

WHEREAS, the current practice of improper ratios has made training the future workforce challenging, thereby placing the future security of the finishing trades in jeopardy;

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WHEREAS, this non-compliance limits job opportunities for apprentices resulting in higher costs per apprentice, and reduced retention rates, and has hindered the transfer of knowledge to the next generation of tradespersons;

WHEREAS, we recognize that recruiting the workers of tomorrow is the responsibility of all of us and that there is no better place to do that than with our apprentices;

THEREFORE, BE IT RESOLVED, that all IUPAT District Councils shall work towards the minimum ratio of one apprentice for every three Journeypersons, to ensure a robust and sustainable pipeline of skilled workers;

BE IT FURTHER RESOLVED, that District Council Servicing Departments, in collaboration with contractors, will implement and enforce a comprehensive plan to hold parties accountable for adhering to the agreed apprenticeship ratios as stipulated in contracts and collective bargaining agreements;

BE IT FINALLY RESOLVED, that through the enforcement of these ratios, the IUPAT will enhance the quality of training, lower training costs, improve job opportunities for apprentices, and ensure the vital transfer of knowledge within the trades, securing the future of the finishing trades industry.

RESOLUTION NO: 3

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Councils 82 & 36

SUBJECT: Combating Worker Misclassification and Growing Residential Market Share

WHEREAS, the IUPAT is committed to representing all workers within our trades, regardless of demographics, country of origin, or immigration status;

WHEREAS, an increasing number of low-road, non-signatory employers in the US and Canada are adopting exploitative business models that include worker misclassification, wage theft, and the exploitation of immigrant workers and people of color accounting for

over \$15 billion stolen annually from workers;

WHEREAS, many of these exploitative employers originate in the residential market before expanding into markets that we traditionally represent, further undermining our ability to negotiate collective bargaining agreements effectively;

WHEREAS, the Bureau of Labor Statics reports that employment in the residential painting and drywall finishing sectors is nearly double that of commercial trades, and as traditional markets like high-rise and office space construction are increasingly being converted to residential fit-outs, there is a significant opportunity for the IUPAT to expand and strengthen its organizing efforts in these rapidly growing sectors;

THEREFORE, BE IT RESOLVED, that the IUPAT is committed to combating worker misclassification and organizing within the residential single-family and multifamily markets, and will develop agreements tailored to regain market density;

BE IT FURTHER RESOLVED, that the IUPAT will dedicate resources to fight worker misclassification wherever it occurs and promote the use of deferred action for labor enforcement as a means to protect workers' rights;

BE IT FINALLY RESOLVED, that the IUPAT will engage in long-term strategic organizing campaigns in both the single-family and multi-family residential markets, in collaboration with the North American Building Trades, by providing grants, organizing assistance, and legal aid to enhance these efforts.

RESOLUTION NO: 4

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 101, Portland, Oregon

SUBJECT: Fighting for Worker Rights at the Local Level

WHEREAS, the IUPAT is dedicated to protecting workers from misclassification,



Resolutions

wage theft, unscrupulous employers, and unsafe job sites and working conditions;

WHEREAS, local governments across the US and Canada have the power to effectuate legislative and executive changes, enact and enforce labor laws, and are crucial players in safeguarding the rights and welfare of workers, substantially improving working conditions;

WHEREAS, local governments are significant purchasers of services provided by IUPAT contractors and members, and leveraging local government influence and purchasing power can ensure that infrastructure and services are built and maintained responsibly, reflecting our commitment to quality and safety;

WHEREAS, there exists substantial potential within local jurisdictions in both the United States and Canada to secure more opportunities for our contractors and members, thereby enhancing our market share and union density;

THEREFORE, BE IT RESOLVED, that prioritizing organizing around state and local changes that directly impact the rights and wellbeing of our members is essential for the IUPAT;

BE IT FURTHER RESOLVED, that the IUPAT will continuously champion stronger provincial, state, county, and municipal labor laws that protect workers against wage theft, misclassification, and safety violations;

BE IT FURTHER RESOLVED, that annually, each District Council will identify at least one local area within their jurisdiction to push for new, revised, or strengthened labor law provisions focused on responsible bidder language for public works, enforceable protections against wage theft, especially through misclassification as independent contractors, and stringent penalties for violators;

BE IT FINALLY RESOLVED, that a cross-departmental IUPAT team will collaborate with District Councils to disseminate best practices, model language, and lessons learned both

within IUPAT and from other unions to enhance advocacy efforts across all levels.

RESOLUTION NO: 5

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 1020, Lima, Ohio

SUBJECT: Implementation of a Ranked Pool System for Apprenticeship Enrollment

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is committed to fostering diversity, equity, and the highest standards of training in recruiting new apprentices;

WHEREAS, a Ranked Pool system provides a more equitable process for bringing in apprentices by ensuring access to a larger and more diverse group of potential members;

WHEREAS, the Ranked Pool method ensures that the best candidates with the highest chances of success are selected for our training programs, thereby enhancing the quality and reputation of the IUPAT;

WHEREAS, the adoption of a Ranked Pool system better balances the control of selecting apprentices between contractors and the union, which can better evaluate and rank candidates for more equitable outcomes;

WHEREAS, significant U.S. federal legislative initiatives such as the Infrastructure Investment and Jobs Act, the Inflation Reduction Act, the CHIPS & Science Act, and others have created an unprecedented demand for skilled labor in the finishing trades industry;

WHEREAS, it is estimated that approximately 9,000 new apprentices are needed immediately to secure the future of the finishing trades industry and to perform the work that is on the horizon as a result of these investments;

WHEREAS, during a transitional period, it is practical to implement a dual enrollment system allowing both intent to hire by contractors and the Ranked Pool system to coexist, facilitating a smooth transition and

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accommodating various operational realities of our local unions and training centers;

THEREFORE, BE IT RESOLVED, that all IUPAT training programs implement a Ranked Pool of eligible candidates for the admission of new apprentices, to be fully established by July 2025.

BE IT FURTHER RESOLVED, that during the transitional period, which must end on or before December 2026, training programs may operate a dual enrollment system that includes both the intent to hire by contractors and the Ranked Pool system to ensure a seamless transition;

BE IT FURTHER RESOLVED, that after the transitional period contractor referrals and intent to hire will become part of the weighted average within the Ranked Pool system;

BE IT FINALLY RESOLVED, that this resolution will enhance the IUPAT's capability to train highly skilled professionals, promote equitable access to training opportunities, and strengthen the overall workforce within the unionized trades, thereby enabling the IUPAT to meet the demands of upcoming projects and secure the future of the industry.

RESOLUTION NO: 6

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 1244, Kenner, Louisiana

SUBJECT: Upholding Voting Rights and Democracy

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is dedicated to championing the rights of all working people, recognizing that the ability to vote equitably in elections is foundational to protecting worker rights and union advocacy;

WHEREAS, the right to fully participate in our democracy through voting is not only a cornerstone of the American experience, but crucial for making decisions that directly impact the lives, wages, working conditions and safety of our members;

WHEREAS, the engagement of IUPAT members in the electoral process ensures that their voices are heard on issues directly affecting their jobs and communities, including legislation related to labor rights and economic justice,

WHEREAS, recent reductions in federal oversight of state voting regulations have led to a landscape where many states have imposed restrictive measures, making it increasingly difficult for many citizens, including IUPAT members, to register and maintain their voter registration;

WHEREAS, the spread of misinformation surrounding voting processes threatens the integrity of our elections and, by extension, the democratic mechanisms that support fair labor practices and union rights;

WHEREAS, proactive measures such as guaranteed early voting, widespread availability of mail-in voting, and enhanced safety at polling stations are essential to protect the voting rights of all, especially the working class and marginalized communities;

WHEREAS, the efforts to undermine democratic participation often coincide with attacks on unions and workers' rights by well-funded special interests, highlighting the intersection of economic and racial justice with voting rights;

THEREFORE, BE IT RESOLVED, that the IUPAT reaffirms its commitment to upholding voting rights, combating racial discrimination, and actively opposing voter suppression;

BE IT FURTHER RESOLVED, that we call on Congress to pass comprehensive voting rights legislation, including the John Lewis Voting Rights Act, to ensure robust protection of voting rights across the nation;

BE IT FINALLY RESOLVED, that the IUPAT will continue to disseminate accurate voting information and actively engage in campaigns to ensure all members and their families are registered and empowered



voters, thereby strengthening our voice in advocating for labor rights and justice.

RESOLUTION NO: 7

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 890, Alexandria, Virginia

SUBJECT: Commitment to Grassroots Worker Organizing Through NLRB Elections

WHEREAS, the IUPAT recognizes the importance of both traditional and innovative organizing tactics to expand union membership;

WHEREAS, union approval ratings are at their highest since 1965, with 68% of Americans acknowledging that unions improve working conditions, wages, and benefits;

WHEREAS, the National Labor Relations Act Section 7 guarantees workers the right to join, form, and assist a union, emphasizing that the decision to unionize rests with the workers, not the owners;

WHEREAS, recent infrastructure investments and Buy American provisions under the Biden Harris administration have spurred growth in manufacturing in the United States;

WHEREAS, it is crucial for the IUPAT to organize within the glass and glazing manufacturing sector, as these entities are increasingly bidding and self-performing work, thus impacting our industry and market share;

WHEREAS, workers organized through NLRB elections gain a deeper understanding of and commitment to the labor movement and their critical role within our union;

THEREFORE, BE IT RESOLVED, that the IUPAT and our affiliates reaffirm our commitment to grassroots worker organizing, emphasizing the strategic use of NLRB elections to foster union growth;

BE IT FURTHER RESOLVED, that the IUPAT will actively organize within sectors critical to our jurisdiction, including glass and glazing manufacturers, fabricators, paint

Resolutions

makers, blast & paint shops, and other relevant manufacturing entities;

BE IT FURTHER RESOLVED, that the IUPAT sets a goal to increase our membership footprint by targeting a 10% annual growth in newly organized workers within these sectors;

BE IT FINALLY RESOLVED, that each District Council should prioritize engagement with unrepresented workers, striving to file for at least one NLRB election per year, aiming to convert at least 75% of these filings into successful union certifications.

RESOLUTION NO: 8

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters and Tapers Local Union 265 Midlothian, Illinois

SUBJECT: Enhancing Data Integrity and Membership Accuracy

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) recognizes the critical importance of accurate membership data to ensure effective union operations and the equitable allocation of benefits;

WHEREAS, discrepancies between membership lists and benefits remittance lists not only hinder the precise allocation of funds but also impact the union's ability to serve its members effectively;

WHEREAS, regular review and correction of these discrepancies through the "No-Hit" list are essential for maintaining the integrity of membership records, thereby supporting transparent and democratic union practices;

WHEREAS, maintaining accurate and reliable membership data is a foundation for effective member engagement and union growth;

THEREFORE, BE IT RESOLVED, that District Councils will review, correct, and update the "No-Hit list" monthly upon receipt of the list from the IU Servicing Department, ensuring all members employed by signatory contractors who have benefits remitted on their behalf are accurately recorded as

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members of the IUPAT;

BE IT FURTHER RESOLVED, that service representatives will conduct regular jobsite visits to personally engage with individuals listed on the "No-Hit" list, as part of a comprehensive internal organizing and membership engagement effort, to address any discrepancies directly and to foster a stronger connection between the union and its members;

BE IT FURTHER RESOLVED, that the IU Servicing Department will provide ongoing support and assistance to District Councils to enhance their capabilities in managing these lists, thereby ensuring the accuracy and reliability of membership data;

BE IT FINALLY RESOLVED, that these efforts will be part of a larger strategy to enhance union democracy and member participation, as envisioned in "The Vision Document," by fostering a more engaged and accurately represented membership base.

RESOLUTION NO: 9

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters Local Union 294, Fresno, California

SUBJECT: Reaffirm Commitment To Long Term Strategic Organizing

WHEREAS, the IUPAT has a long-term commitment to organizing in order to grow our union, expand our market share, and increase opportunity; and

WHEREAS, each organizing campaign, no matter the outcome, provides valuable information and lessons; and

WHEREAS, in order to be successful a campaign requires an

ecosystem of research, trained organizers, and the ability to make informed decisions based on past experience; and

WHEREAS, we have seen through initiatives like Strategic Cities and our yearly Organizing Summit, that include intentionally sharing best practices and engaging in joint

planning, has developed a talented group of new organizers and directors;

WHEREAS, it is clear that in order to put District Councils in the best position to win organizing campaigns, there must be consistent access to new and updated research;

WHEREAS, in order to meet the goals, set by the General Executive Board and the General President's Advisory Committee around increased membership, we must have ongoing, impactful learning opportunities for both new and experienced organizers; and

WHEREAS, it is clear that in order to put District Councils in the best position to win organizing campaigns, there must be consistent access to new and updated research;

WHEREAS, For the IUPAT to meet our organizing goals, we must retain organizers by being deliberate in creating pathways to new opportunities and creating pipelines for rank-and-file members to join our organizing teams;

THEREFORE, BE IT RESOLVED, that the IUPAT reaffirms our commitment to long term, strategic organizing investments, and

BE IT FURTHER RESOLVED, that as part of that investment, the IUPAT will continue to develop models for shares learning and organizer development; and

BE IT FURTHER RESOLVED, that the IUPAT will continue to grow our research capacity internally and partner with other unions and allied organizations to share information where practicable; and

BE IT FURTHER RESOLVED, that the IUPAT commits to leadership development and opportunity pipelines for organizers throughout our organization.

BE IT FINALLY RESOLVED, that through these efforts, the IUPAT pledges to assist our District Councils in reaching a net gain of 10,000 new members in the United States by the next Convention.



Resolutions

RESOLUTION NO: 10

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Glaziers Local Union 1165, Indianapolis, Indiana

SUBJECT: Development and Implementation of Pre-Apprenticeship Programs

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) recognizes the need to increase the number of apprentices to sustain and grow our workforce;

WHEREAS, the IUPAT is committed to serving the communities where our members live and work, and to providing equitable opportunities, particularly to members of disadvantaged and historically marginalized communities;

WHEREAS, establishing partnerships with local and community-based organizations can enhance our understanding of community needs, improve access to supportive services for these communities, and create a consistent recruitment pipeline into the finishing trades;

WHEREAS, there is a critical need to develop and implement apprenticeship readiness programs that can effectively prepare high school and career and technical education (CTE) center students for successful careers in the finishing trades;

THEREFORE, BE IT RESOLVED, that each District Council shall operate a minimum of three (3) pre-apprenticeship, apprenticeship readiness programs each year in partnership with local and community-based organizations;

BE IT FURTHER RESOLVED, that each District Council will develop a minimum of one new program annually that targets high schools or career and technical education (CTE) centers, aiming to cultivate a robust feeder system into our apprenticeship programs; and

BE IT FURTHER RESOLVED, the IUPAT will deepen our work with Job Corps as well as NABTU in their existing pre-

apprenticeship pipeline;

BE IT FURTHER RESOLVED, that in order to achieve these goals, each District Council will appoint a workforce coordinator to ensure the goals of the District Council and the partner programs are met;

BE IT FINALLY RESOLVED, that through these initiatives, the IUPAT will not only expand its recruitment reach and apprenticeship intake but also enhance the impact of its programs on local communities, thereby securing a skilled, diverse, and community-engaged workforce for the future of the finishing trades industry.

RESOLUTION NO: 11

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Council 1M, Warren, Michigan

SUBJECT: Pass the PRO ACT & Fund Federal Labor Law Enforcement

WHEREAS, the IUPAT upholds the fundamental right of all workers to form, join, and advocate for unions in their workplaces;

WHEREAS, the effectiveness of the Labor Movement is rooted in solidarity across unions and the ability to support each other's organizing efforts;

WHEREAS, despite the longstanding federal support for collective bargaining since the National Labor Relations Act of 1935, recent administrations have allowed funding for key agencies like the National Labor Relations Board (NLRB) and the Department of Labor (DOL) Wage & Hour Division to stagnate, weakening enforcement of labor laws;

WHEREAS, recent decades have seen minimal legislative action to enhance the capabilities of workers to organize and this lack of updates to federal labor laws has led to an increase in anti-worker legislation at the state and local levels;

WHEREAS, under the current administration, the NLRB and DOL have diligently enforced

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labor laws, significantly benefiting workers, as evidenced by cases such as Tito Contractors being ordered to pay back \$250,000 in stolen wages and 593 IUPAT painters winning \$3.6 million in back wages;

WHEREAS, the IUPAT has actively participated in the Worker Power Coalition to align efforts pushing for critical labor law reform;

THEREFORE, BE IT RESOLVED, that the Delegates to the 33rd General Convention of the IUPAT strongly support updates and enforcement of federal labor laws;

BE IT FURTHER RESOLVED, that the IUPAT prioritizes the passage of critical legislation to strengthen workers' rights and rebalance power between workers and employers, specifically:

- The Richard L. Trumka Protecting the Right to Organize (PRO) Act, which modernizes the National Labor Relations Act;
- The No Tax Breaks for Union Busters Act, which eliminates tax deductions for employer expenditures on anti-union activities;
- The Public Service Freedom to Negotiate Act, which guarantees collective bargaining rights for public employees;

BE IT FURTHER RESOLVED, that the IUPAT calls on all local affiliates to actively organize and mobilize their members in lobbying efforts to secure the passage of these essential acts, thereby ensuring robust protections for all workers.

BE IT FINALLY RESOLVED, that the IUPAT calls on all U.S. federal elected officials to champion the efforts of workers to organize, negotiate, and collectively advocate for improved wages, benefits, safety standards, and workplace culture.

RESOLUTION NO: 12

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Council 78, Orlando, Florida

SUBJECT: Barriers to Entry for Apprenticeship Programs

WHEREAS, the International Union of Painters and Allied Trades (IUPAT) is committed to increasing accessibility and diversity within our trades;

WHEREAS, current standards of apprenticeship, including requirements for English language proficiency, high school diplomas or GEDs, citizenship, and possession of a driver's license or vehicle, may pose significant barriers to potential apprentices;

WHEREAS, entry testing and essays used for ranking, though intended to assess readiness, can inadvertently exclude capable individuals who could otherwise succeed in our trades;

WHEREAS, removing these barriers, as the iFTI has already done through model standards, will make our trades more accessible to a broader range of candidates, thus opening the door to individuals with unique skills and experiences that are valuable to our industry;

WHEREAS, becoming more inclusive not only increases our potential recruitment pool but also strengthens our role as responsible partners in the communities where we operate;

THEREFORE, BE IT RESOLVED, that the IUPAT will review and revise the standards of apprenticeship, standard operating procedures, and other business practices to remove all unnecessary barriers to entry;

BE IT FURTHER RESOLVED, that the IUPAT will eliminate structural barriers such as requirements for English language proficiency, high school diplomas or GEDs, citizenship, drug or alcohol testing, and drivers' licenses where feasible, and reevaluate the necessity and implementation of entry testing and essays;

BE IT FINALLY RESOLVED, that by adopting these changes, the IUPAT will foster a more



inclusive, diverse, and vibrant workforce capable of meeting the challenges and opportunities of the finishing trades industry while remaining committed to excellence and equality.

RESOLUTION NO: 13

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: IUPAT District Council 7, Big Bend, Wisconsin

SUBJECT: Supporting the Biden-Harris Ticket for the 2024 US Elections

WHEREAS, since their inauguration, President Biden and Vice President Harris have demonstrated steadfast support for workers and unions;

WHEREAS, significant legislation such as the Infrastructure Investment and Jobs Act, the CHIPS and Science Act, and the Inflation Reduction Act, all featuring strong labor standards, have been instrumental in generating thousands of new construction jobs for all workers, including IUPAT members;

WHEREAS, President Biden's proactive labor-friendly actions, including the dismissal of the previous anti-worker NLRB general counsel and the appointment of pro-labor figures such as Jennifer Abruzzo, former Secretary Marty Walsh, Acting Secretary Julie Su, and Wage & Hour Division Director Jessica Looman, have reinvigorated worker protections and rights enforcement;

WHEREAS, these actions have directly benefited IUPAT members through vigorous enforcement of labor laws resulting in the recovery of millions of dollars in stolen wages and the restoration of pensions for many of our members;

WHEREAS, the administration's policies have strengthened worker rights and union power through:

- Rescinding industry-recognized apprenticeship programs (IRAPs) favoring registered apprenticeship programs with substantial;

Resolutions

- Mandating Project Labor Agreements on significant federal projects;
- Enhancing enforcement of the Davis-Bacon Act;
- Securing multiemployer pension systems via the American Rescue Plan;

WHEREAS, President Biden's historic participation in a union picket line and both leaders' engagements with IUPAT members at our union halls underscore their genuine commitment to the labor movement;

THEREFORE, BE IT RESOLVED, that the delegates to the 33rd IUPAT General Convention reaffirm our support for Joe Biden for President and Kamala Harris for Vice President;

BE IT FURTHER RESOLVED, that IUPAT leaders and staff will continue to educate our members on the achievements of the Biden-Harris administration, the direct benefits to IUPAT members, and the importance of the upcoming elections;

BE IT FURTHER RESOLVED, that we will actively participate with the broader labor movement to mobilize union members across the United States to understand the stakes of this election;

BE IT FINALLY RESOLVED, that we commit to uphold the integrity of the electoral process and advocate for the peaceful transition of power.

RESOLUTION NO: 14

COMMITTEE DESIGNATION: RESOLUTIONS

SUBMITTED BY: Painters and Allied Trades Local 939, Dorchester, Massachusetts

SUBJECT: Adopt Principles for Socially Responsible Financial Investment

WHEREAS, the International Union of Painters and Allied Trades fights for all working people; solidarity with workers everywhere is a crucial part of labor unionism, and the workers' struggle has no borders;

WHEREAS, at time of writing this resolution

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May 2024, since October 2023, more than 34,000 Palestinians have been killed¹, at least 14,00 of the children² with over 12,000 additional children injured; famine³ is imminent as 1.1 million, half of Gaza, are experiencing catastrophic food insecurity; 55% of all buildings in the Gaza Strip have been destroyed⁴ or damaged;

WHEREAS, on January 26, 2024, the International Court of Justice (ICJ), the United Nations' highest court, found plausible evidence⁵ Israel has committed acts that violate the Genocide Convention⁶ established 1948; and, on May 24, 2024, the ICJ ordered⁷ Israel immediately halt its military assault on Rafah, citing "catastrophic" living conditions for the over 1 million refugees who have fled there, Israel having previously declared it a safe zone.

WHEREAS an academic report by scholars at the International Human Rights Clinic at Boston University School of Law, the International Human Rights Clinic at Cornell Law School, the Centre for Human Rights at the University of Pretoria, and the Lowenstein Human Rights Project at Yale Law School found that Israel has committed and continues to commit genocide⁸ against Palestinians in Gaza.

WHEREAS, Section 2 of the Constitution of the International Union of Painters and Allied Trades, "Objects," states "It is recognized that the problems that this labor organization will confront are not limited to 'bread and butter' unionism or to organization and collective bargaining alone, but encompass a broad spectrum of economic and social objectives ...".

WHEREAS, February 16, 2024, the IUPAT joined⁹ 6 other national unions representing over 9 million workers to form the National Labor Network for Ceasefire, calling for an immediate ceasefire in Gaza.

WHEREAS, May 20, 2024, the IUPAT joined¹⁰ 5 other national unions to stand in solidarity with campus protesters demanding their

schools divest from those profiting from war crimes in Gaza and to demand rights to protest and free speech be respected.

AND WHEREAS, U.S. unions' political influence¹¹ as well as divestment as a tactic;¹² were instrumental in opposing and bringing to an end apartheid in South Africa.

THEREFORE, BE IT RESOLVED, the International Union of Painters and Allied Trades shall, through its Trustees and financial officers, advocate and vote for complete divestment of its IUPAT Industry Pension Fund, the IUPAT Industry Pension Fund (Canada), the IUPAT Industry Annuity Plan, the Death Benefit Fund, Accidental Death Benefits Fund, and any other of its related or affiliated Funds from any state bonds of any state heretofore found plausibly in violation of the Genocide Convention and from any publicly-traded weapons manufacturers, firms, corporations, or other institutions that aid the ongoing illegal occupation of Palestine and the genocide of Palestinians, according to the divestment list¹³ maintained by the Nobel Peace Prize-winning NGO American Friends Service Committee. The Union and union-side Trustees of its Funds shall generally promote and advance a socially responsible investment approach integrating Environmental, Social, and Governance Criteria.

FINALLY, BE IT FURTHER RESOLVED, the General Convention of the International Union of Painters and Allied Trades calls upon all Trustees and Business Manager/ Secretary-Treasurers of its District Councils to advocate and vote for divestment of their Pensions, related and affiliated Funds and any other monetary instruments according to these same criteria.

RESOLUTION NO: 15

COMMITTEE DESIGNATION: LAWS AND CONSTITUTION COMMITTEE

SUBMITTED BY: DC 5, Seattle, Washington

SUBJECT: Amend Section 29 (e) Automatic



Resolutions

non-voting delegates

WHEREAS, certain General Officers and Special Representatives of Local Unions are automatically entitled to serve as delegates to Regular and Special Conventions of this International Union; and

WHEREAS, we strive to increase member participation at the Conventions from Local Unions; and

WHEREAS, increasing the overall number of delegates will better represent a wider range of members' opinions; and

WHEREAS, including more Local Union Officers and Special Representatives in good standing will effectively train members in the skills and experience required to become union leaders; and

WHEREAS, the resulting increase of delegates will preserve fairness of representation within and between Local Unions,

THEREFORE, BE IT RESOLVED THAT: *Section 29(e)* of the General Constitution shall be amended to read as follows:

e) General Officers and General and Special Representatives shall automatically be delegates of their respective Local Unions to Regular and Special Conventions of this International Union. The Business Manager/Secretary-Treasurer of a District Council shall also automatically be a delegate of his or her Local Union to Regular and Special Conventions of this International Union. In addition, members in good standing serving as the **Assistant Business Manager**, Director of Organizing, the Director of Servicing, the Director of Training, **Communication Director**, **Regional Director**, and the Director of Government Affairs of each District Council shall be automatic, but non-voting, delegates. Local Unions will be entitled to their full quota of delegates as provided in Section 28 in addition to the foregoing delegates.

RESOLUTION NO: 16

COMMITTEE DESIGNATION: LAWS AND CONSTITUTION COMMITTEE

SUBMITTED BY: DC 5, Seattle, Washington

SUBJECT: Removal of Gender Specific Language

WHEREAS, our growing Membership contains members of all gender identities and expressions; and

WHEREAS, we want to ensure that Members are equally protected by membership in our Union; and

WHEREAS, gender neutral language has become commonplace in our society, to prevent unintended exclusion; and

WHEREAS, this change will only increase our Union's ability to welcome current and future members, without changing any of the substantive meaning of the Constitution.

THEREFORE, BE IT RESOLVED THAT: *All sections of the General Constitution shall replace any generic "his and her" references with gender-neutral "they/them/their" references, as grammatically appropriate.*

RESOLUTION NO: 17

COMMITTEE DESIGNATION: LAWS AND CONSTITUTION COMMITTEE

SUBMITTED BY: DC 53, Charleston, West Virginia

SUBJECT: Amend Section 284 - Increase Death Benefit Fund Amount

WHEREAS the International Union of Painters and Allied Trades (IUPAT) Death Benefit was created to provide a benefit upon death; and

WHEREAS having a Death Benefit alleviates members in good standing in their time of need; and

WHEREAS the Death Benefit can cover a significant portion of burial expenses when first enacted; and the price of our retirees to buy extra death insurance benefits is often too expensive; and

WHEREAS the IUPAT Death Benefit has not

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kept up with inflation and costs,

THEREFORE BE IT RESOLVED that the Constitution and Laws of the International Union of Painters and Allied Trades (IUPAT), Section 284 (p.174) be amended to read:

Sec. 284. The International Union shall maintain a Death Benefit Fund to provide a benefit upon death in an amount not less than ~~\$3,000.00~~ **\$5,000.00** for every member in good standing, subject to such exceptions, conditions, terms and procedures as are set forth in Sections 281, 282 and 283 of the General Constitution issued January 1, 1975, and rules and regulations developed, amended from time to time, and published by the General Executive Board pursuant to and consistent with said Constitutional provisions.

RESOLUTION NO: 18

COMMITTEE DESIGNATION: LAWS AND CONSTITUTION COMMITTEE

SUBMITTED BY: District Council 38, Burnaby, BC, Canada

SUBJECT: Improving Member Engagement and Union Democracy

WHEREAS, the IUPAT is a union based on democratic principles; and

WHEREAS, those democratic principles mean that the IUPAT is a member-focused and member-led organization; and

WHEREAS, the right to fully participate in our democratic organization through voting is not only a cornerstone of the IUPAT but is crucial for making decisions that directly impact the lives, wages, working conditions, and leadership of our members; and

WHEREAS, many members of the IUPAT reside in rural areas in Canada and the United States in cities and towns with low membership; and

WHEREAS, members of the IUPAT work at remote project sites with differing crew sizes

throughout Canada and the United States which limits access to voting; and

WHEREAS, the requirements for in-person voting restricts members' opportunities to exercise their democratic right to vote on contract ratifications and District Council and Local Union elections leaving portions of the membership disaffected; and

WHEREAS, technological advancements have provided safe and secure means to utilize electronic voting; and

WHEREAS, organizations in Canada, such as the BC Labour Relations Board is currently utilizing electronic voting for union elections; and

WHEREAS, the IUPAT supports the democratic principles of majority rule.

THEREFORE, BE IT RESOLVED, that the IUPAT amend the General Constitution to allow District Councils to amend their bylaws to allow electronic voting for ratification votes, District Council elections, and Local Union elections.

RESOLUTION NO: 19

COMMITTEE DESIGNATION: LAWS AND CONSTITUTION COMMITTEE

SUBMITTED BY: Painters Local Union 756, Dallas, Texas

SUBJECT: Consequences for Misappropriation of Funds

WHEREAS, the consistent integrity of IUPAT Members, Staff, and Officers is essential to the continued well-being of our Union; and

WHEREAS, our organization does not tolerate the intentional misuse of funds or any other violations of constitutional duties; and

THEREFORE, BE IT RESOLVED THAT: Section 73 of the General Constitution shall be amended to read as follows:

Litigation. Sec. 73. a) The International Union is authorized to pay all the expenses for investigating services, employment



Resolutions

of all counsel and other necessary expenditures in any cause, matter, case or cases where a General Officer or International Union representative, employee, or agent is charged with any violation or violations of any law or is sued in any civil action or actions (1) if a majority of the General Executive Board in its sole discretion determines that said charges or law suits are (a) unfounded, (b) are politically motivated, or (c) were filed in bad faith in an attempt to embarrass or destroy the Union or the Union officers or rep- 53 representative, or (2) if a majority of the General Executive Board in its sole discretion determines for any other reason that the expenditures should be made in the best interests of the Union and its membership.

b) Any member, representative, agent or employee of the IUPAT, its District Councils or Local Unions found guilty of misappropriating funds or payroll compensations, shall be subject to due process described in Sections 253-281, including expulsion from membership or criminal prosecution upon conclusion of internal trial procedures and or audits.

RESOLUTION NO: 20

COMMITTEE DESIGNATION: LAWS AND CONSTITUTION COMMITTEE

SUBMITTED BY: Painters Local Union 756, Dallas, Texas

SUBJECT: Expiration of Term of Office

WHEREAS, the transfer of leadership in our Union must be done fairly and efficiently; and

WHEREAS, misuse of member monies should not be tolerated in our leadership and all instances of such conduct should be investigated and punished; and

THEREFORE, BE IT RESOLVED THAT: Section 158(a) of the General Constitution shall be amended to read as follows:

Expiration of Term of Office. Sec. 158. (a) The Terms of all District Council officers and 107 other elected representatives shall expire immediately upon the announcement of the winning candidate, who shall immediately assume office. All District Council officers at the expiration of their term of office, or when removed under procedures set forth in this Constitution, shall immediately deliver to their successor all books, papers, monies and other property in their possession belonging to the International Union, District Councils, Local Unions or other affiliated subordinate bodies. They shall not be relieved from their bonds until they have done so. Any member, representative, agent or employee of the IUPAT, its District Councils or Local Unions found guilty of misappropriating funds or payroll compensations, shall be subject to due process described in Sections 253-281, including expulsion from membership or criminal prosecution upon conclusion of internal trial procedures and or audits.

RESOLUTION NO: 21

COMMITTEE DESIGNATION: LAWS AND CONSTITUTION COMMITTEE

SUBMITTED BY: Painters Local Union 756, Dallas, Texas

SUBJECT: Elections of New and Reorganized District Councils

WHEREAS, the election of District Council Officers is a responsibility shared by Local Unions that comprise the District Council; and

WHEREAS, the election of leadership in new and reorganized District Councils is of equal importance to existing District Councils; and

THEREFORE, BE IT RESOLVED THAT: Section 152(c) of the General

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Constitution shall be amended to read as follows:

Nominations and Elections

Sec. 152 . . . (c) The Business Representatives of a District Council shall be elected at large by the members of all Local Unions fully affiliated with the District Council, including newly formed or reorganized District Councils congruent with bylaws. The District Council Bylaws may mandate that a certain number of Business Representatives be elected from certain Local Union(s) or from certain classes of membership, provided that no Local Union with fewer than 150 active members in good standing as of April 1 of an election year may be guaranteed a Business Representative and that no Local Union or grouping of Local Unions with fewer than 800 active members in good standing may be guaranteed more than one 100 Business Representative. Should a Local Union that otherwise would be entitled to a Business Representative under the District Council Bylaws fall below 150 active members in good standing, that Local Union shall be grouped with the nearest Local Union as determined by the Business Manager/Secretary-Treasurer. As set forth in the District Council Bylaws, elected Business Representatives may, when the District Council Bylaws so provide, be automatic delegates to the District Council. In such instances, the Notice of Nominations, and the ballot (in the event of a contest), shall note that the holder of this position shall also be an automatic delegate to the District Council (for example, by designating the position as Business Representative/Automatic Delegate to the District Council).

DISTRICT COUNCIL SPOTLIGHT

DISTRICT COUNCIL 16 |
NORTHERN CALIFORNIA, NEVADA

AN INTERVIEW WITH DC 16 BM/ST ROBERT WILLIAMS III

Please tell us about your personal history with our great union.

I am Robert Williams III, a proud third-generation District Council 16/Local Union 741 (Martinez, California) member. I joined Local Union 741 as a painter apprentice in December 1998, following in the footsteps of my father, Bob Williams Jr., and Grandfather, Robert Williams Sr. Through the years, I have been blessed to be the Business Representative for LU 741 and Director of Service for District Council 16. I have been the elected Business Manager/Secretary-Treasurer for District Council 16 since March 2020. Through this process, I have gained a greater respect for those who have come before us and realized that we have an opportunity to build upon the foundation that has been built.

Growing up in a union household, I heard a mix of good and bad stories about how the “union” treated people. Because of those stories, my father and I decided to start attending meetings instead of sitting around and complaining. We took the feelings we had from misconceptions and actively worked to improve our Local Union and shape it into something we all wanted it to be.

What areas are covered by District Council 16, and how many members does it represent?

District Council 16 covers the 46 counties of Northern California and the state of Nevada. Our area is divided into seven regions covering 20 Local Unions, representing roughly 12,000 members and their families.



Robert Williams III

What trades are represented by District Council 16?

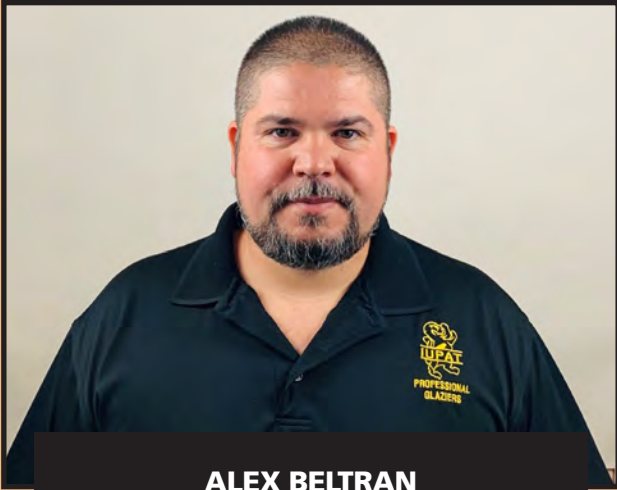
We represent glaziers, glazing production workers, floor coverers, commercial painters, industrial painters, drywall finishers, wall covering installers, administrative staff, municipal workers, in-house painters, paint makers, and other crafts.

We have three Health and Welfare Funds, three Pension Funds, plus the IUPAT Industry Pension, and three Annuity Plans to meet the needs of members in the different areas and crafts.

Tell us about your key staff members.

Our leadership team works diligently every day to improve the lives of all of our members. Our members are the reason why we do what we do. The team comprises Director of Training Alex Beltran, Director of Service Brett Davis, Director of Organizing Lance Ryken, Political and Communications Director Mike Greenlee, and Director of Mental Health & Substance Abuse James Boster.





ALEX BELTRAN
DC 16 DIRECTOR OF TRAINING

I am Alex Beltran with the Finishing Trades Institute of Northern California and Nevada. I'm a glazier and District Council 16/Local Union 767 (Sacramento, California) member. My career in the union spans over 27 years to date. In my third year of apprenticeship, I was elected a Trustee and Delegate for our Executive Board/Local Union 767 and later served as Recording Secretary. For those of you who are recording secretaries, my hat's off to you.

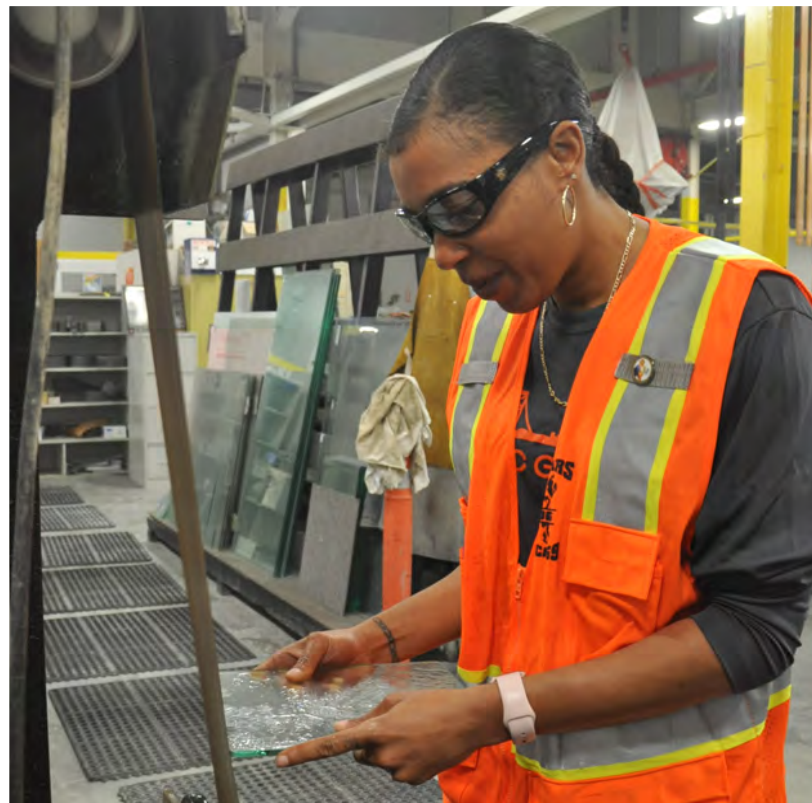
In March 2008, I was hired as a full-time Glazing Instructor for apprenticeship and journey worker training. Five IUPAT trades were consolidated under one roof to maximize efficiency in training in the San Francisco Bay area. This was a tremendous opportunity to build teamwork and cooperation among our members. In April 2012, I was asked to be the Director of Training for the five trades in three locations.

Some of my many responsibilities as the Director of Training include managing a growing number of training centers in Northern California and Nevada; aiding and guiding the instructors; creating and developing curriculum; overseeing the Administration Department; scheduling apprenticeship and STAR classes; implementing rules and regulations given by the Joint Apprenticeship Training Committee (JATC); working on grant funding; recruitment; working with signatory

contractors; and involvement with the California Apprenticeship Council meetings/conferences.

Our training style facilitates equal opportunities, advancement, and growth for everyone. We accomplish this through open communication and collaboration with our Servicing, Organizing, and Communications Departments, associations, management, school districts, area coordinators, state and federal agencies, legal counsel, and most importantly, our members.

I would like to thank all members, past and present, for helping build and pave the way to our future. Looking back, we are amazed at how far our training centers have come. It motivates us to go even further. That's what unions and partnerships are about.





BRETT DAVIS
DC 16 DIRECTOR OF SERVICE



My name is Brett Davis. I am a second-generation glazier from District Council 16/Local Union 1621 (San Jose, California). With 19 years of industry experience, I have been in the trade since graduating high school. I began my career as an apprentice at Franciscan Glass and advanced to journeyman after completing my 5-year apprenticeship. I spent over 10 years at Franciscan Glass and seven years on the Executive Board. I held many positions on the Executive Board, but my last position was that of the President of the Local Union. That led me to my position as Local Union 1621 Business Agent, which I have held for nine years. During this time, I have gained valuable insights into the industry. As my career advanced, I was appointed the Regional Director of the South Bay offices, overseeing all agents and their daily tasks, Training the newly hired agents, and helping them be top performers at District Council 16.

I started as District Council 16's Director of Service on June 1, 2024. Our members are our top priority, and my main objective is to serve them and guide our business agents in achieving this goal, whether it involves signing up new shops to put members to work or addressing any other needs they may have. I guide and support 23 agents from our Local Unions, helping them enforce our collective bargaining agreements and fight jurisdictional issues.

I look forward to collaborating with the other departments of DC 16 and other District Councils to expand our presence and strengthen our union.

One department I intend to work closely with is Organizing, as I believe it is the foundation of the union. We are organized into unions in many ways, whether through a family member or from a top-down or bottom-up campaign, and we can develop even more strategies to reach out to potential new members and explain the benefits of joining our union. I also plan to work with the Training Department to ensure our existing and new members receive top-notch training and education. In collaboration with the Communications Department, I aim to promote the values and achievements of the IUPAT effectively. By working together, we can all use the knowledge we have gained from our leadership roles to positively impact our union, industry, and communities.

I am excited to work with other District Councils and learn from their experiences. By sharing best practices and exchanging ideas, we can increase our membership and advance the objectives of the IUPAT. My recent attendance at the West Coast monthly check-in for the Director of Service has helped me get to know some leaders from different areas, and I hope to meet more at the IUPAT's 33rd General Convention in August.



LANCE RYKEN
DC 16 DIRECTOR OF ORGANIZING

I am Lance Ryken, a proud 32-year District Council 16/Local Union 12 (San Jose, California) member. Through my union membership, I've learned the skilled trade of floor covering and have attained invaluable life lessons. As a journey worker and lead man, I've always fostered a teamwork-oriented atmosphere to ensure safe and efficient project completion.

I've held various roles within Local Union 12, including a long-standing position as Trustee on the Executive Board. I have attended every Volunteer Activist Committee (VAC) banquet event since its inception 20 years ago, nearing 400 volunteer event credits to earn the esteemed 400 milestone VAC patch.

I have worked in the District Council 16 Organizing Department for 20 years, serving as an Organizer and Lead Organizer and conducting countless organizing campaigns throughout my career. In 2020, I was appointed Director of Organizing for District Council 16. In this capacity, I oversee a large workforce in three critical departments:

- **Organizing:** Organizing conducts comprehensive campaigns targeting non-union contractors, advocates for exploited workers, and provides evidence to enforcement agencies to uphold labor laws. Our organizers are guided by solid principles and a commitment to justice.



- **Compliance:** Work Preservation in California and the LMCC in Nevada monitor public works projects to ensure compliance with state and federal laws governing prevailing wage construction. Their enforcement actions help our contractors bid competitively and penalize non-compliant contractors with significant fines.
- **Market Recovery:** This union-funded initiative supports District Council 16 contractors and members by leveling the playing field in competitive bidding markets affected by low-road contractors. It's a crucial tool in our organizing efforts, allowing funding for markets in need.

Collaboration with our Service and Communication Departments is vital for achieving optimal results. For example, our Political and Communications Director, Mike Greenlee, advocates for legislative changes that strengthen our organizing endeavors. At the same time, Service Representatives work closely with organizers on campaigns related to legitimate contractors working within our regions.

Our Organizing team also works with other District Councils to share best practices and combat challenges posed by fraudulent contractors who undermine and exploit within multiple regions.

As Director of Organizing, I'm steadfast in my commitment to confront all challenges that threaten the future of our union. It's an honor to be part of the labor movement, serve our members and contractors, and fight for workers' rights. It is my duty and privilege to mentor the next generation of organizers at District Council 16.



**MIKE GREENLEE
DC 16 POLITICAL AND
COMMUNICATIONS DIRECTOR**

My name is Mike Greenlee, and I am a 30-year member of District Council 16/Local Union 767 (Sacramento, California). I'm a glazier by trade, and I worked as an Organizer for eight years before being appointed the Political & Communications Director for District Council 16 in 2020. I have served on the Executive Board for Local Union 767 as a member at Large, as well as Warden, Trustee, and Treasurer. I have also served as a delegate to District Council 16 on behalf of Local Union 767 for the last 14 years.

As the Political Director, I oversee District Council 16's legislative agenda. This includes drafting legislation and working with elected officials to pass laws that benefit our union members. Additionally, I collaborate with local campaigns, coalitions, and the Building Trades to achieve our goals. I oversee the Political Action Committee Fund for District Council 16 and work hard to ensure that pro-labor candidates get elected.

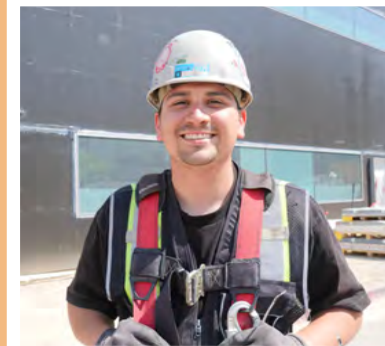
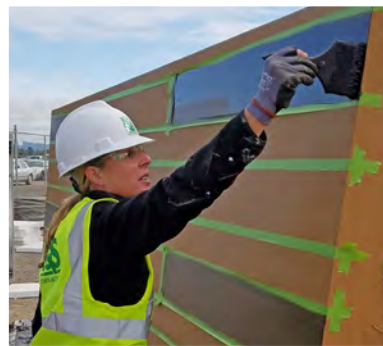
On the Communications side of my department, which consists of myself and my assistant, Kristine Christophersen, we manage all internal and external communications, District Council 16's Volunteer Activist Committee, the Walter Cantrell Scholarship Fund, Painters and Allied Trades for Children's Hope Foundation fundraising events, IT support, cybersecurity, the DC 16 website and social media



platforms, and messaging to the membership to ensure our members are well informed and up to date on what is going on in our union.

Our Political and Communications Departments can only achieve their goals through cross-departmental collaboration with the Service and Organizing Departments, which help assess exactly what our members' and contractors' needs are.

I am proud to be a member of our great union. I always strive to uphold what I believe to be one of the most important commitments in our Oath of Obligation, "I... will never, from selfish motives, wrong a brother or sister, or see him or her wronged, if in my power to prevent it".



Brother Williams, what are some challenges you see as one of the IUPAT's largest District Councils?

District Council 16 covers a large geographic area with many regions that are extremely different from one another. California has great labor laws that help us grow, whereas Nevada is a right-to-work state with countless challenges. Challenges strengthen us, though. We have worked very diligently to take the wins from one state and implement them in the other. We've also taken the challenges from each state and worked to better them in incremental shifts.

What are some large project(s) or campaign(s) you're currently working on?

One campaign that we are working on is our School Exterior Repaint Organizing Campaign. Our Organizing, Service, and Compliance Departments are working together to regain this market. Over the years, our contractors have pulled back from bidding the work due to low-road contractors exploiting workers. When we started this campaign in 2021, our members were working on 11 of 76 projects. Through the efforts of our team, we worked on 56 of 71 school repaint projects in 2023.

We are also developing a Floor Covering Certification. The certification is a written and hands-on journey worker test all apprentices take for graduation. This certification is built in conjunction with the floor covering manufacturers and tied to their warranty, providing our members with more opportunities for work hours.

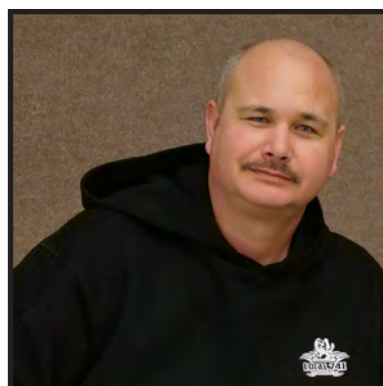
In concert with the California Building Trades, District Council 16 has worked to get "Skilled & Trained Workforce" language into legislation. A "Skilled & Trained Workforce" is one where 60 percent of the workers are graduates from a state-certified apprenticeship program, 20 percent are active registered apprentices, and 20 percent are able to provide proof they have worked in their craft for at least the amount of time and hours required to graduate from the program. We have seen this transform the landscape of prevailing wage projects performed by union contractors and members.

We helped recover \$3.66 million in stolen wages and benefits through job site visits and discussions with members. Initially, the employees did not feel they could bring their concerns forward. However, through the hard work of our business representatives and organizers, we proved that the employer had non-members and misclassified workers doing work they

should not have been doing. In this process, some members were vested in their Pension Funds overnight.

What project(s) or campaign(s) are you most proud of?

We are proud of our new IUPAT Helping Hand Program campaign. We have appointed James Boster as Director of Mental Health & Substance Abuse. In this role, Brother Boster will be available to assist members. He has worked with all of our Health & Welfare Funds and has direct access to our Employee Assistance Programs (EAPs) to get our members the assistance they need quickly. DC 16 fully engaged in this program on October 1, 2023, and has placed 34 people into programs to help them overcome their struggles. If you or your family require help, please contact your Business Representative. We are here for you.



James Boster



What advice would you give to future leaders?

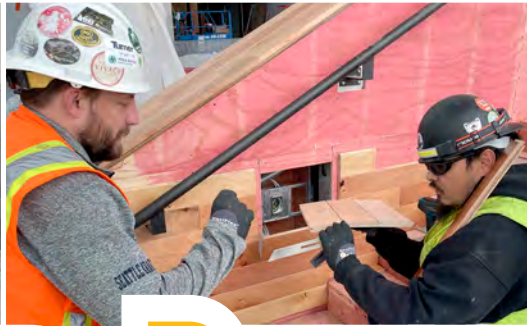
The best advice I can give any future leader is to work every day to be the instructor, organizer, representative, or leader you wanted to see and be assisted by when you started. We should all be in these roles to help our brothers and sisters and build upon the legacy before us. Stay humble and always look to expand your knowledge. The first day you are not getting better is the first day towards dying.





PROUD IUPAT MEM





MEMBERS AND RETIREES



FEATURE: OUR HISTORY IN GENERAL CONVENTIONS

For over 137 years, the IUPAT has charted a path throughout the better part of the modern history of the United States and Canada. Beginning in the Antebellum period of the late 19th century and continuing through the First World War, the Great Depression, World War II, the booms and busts of the 1960s and 1970s, and with perseverance throughout the neoliberal economic deregulation and anti-labor attacks of the 1970s through the 1990s, our great union has certainly withstood the test of time. Viewing our history through the perspective of our General Conventions is a fantastic way to understand how and why our union operates the way it does.

As we analyzed records, it became clear that our predecessors took on many of the most pressing concerns of their time during past General Conventions. From issues as fundamental as the 8-hour workday to tackling the health epidemic of lead-based paints, we can see that this union has never shied away from addressing the most critical issues facing our members. Many of our most foundational structures are products of their time, such as our union cards, which were created at our very First General Convention in 1888 (Baltimore, Maryland).

We were frequently at the forefront of issues regarding our movement and industry. The 8-hour workday was a chief reason our union was formed. By 1913, it had become universally bargained for in all our Local Unions, although it wouldn't become federal law until the 1937 passage of the Fair Labor Standards Act.

By the 14th General Convention in 1929 (Denver, Colorado), the 5-day workweek was bargained for in approximately 300 of our Local Unions, and our members and leaders began to push for a universal workday of only 6 hours. We also began to look towards the future—delegates introduced the concept of a pension system for our membership, and we started researching who would qualify and what sort of benefits they would receive.

1929 also gave the General President the authority to appoint “organizers at large,” the building block of what today is our International Organizing Department.

As we dug deeper into our record books, it was evident that this union has always sought to reinvent itself and adapt to the circumstances of its time. We have gone through numerous periods of growth, decline, and change. At every turn, the responsibilities were laid on our General Conventions, the most democratic structure we have. Delegates would travel, often at great personal expense (long before airplanes or cars became ubiquitous), to attend Conventions to help decide how our union should act.

We hope that by laying out how pivotal our General Conventions have been historically, today's membership can have a greater appreciation for our delegates' duty at our 33rd General Convention this August in Orlando, Florida. They'll have a sweeping roster of constitutional changes, resolutions, and work ahead of them. Onwards and with solidarity, forever!



"The Painter and Decorator" published this cartoon in January 1944.

Throughout its history, the IUPAT has passed key resolutions and amendments that have shaped labor rights, industry standards, and communities.



1887 (Inaugural Conference in Baltimore, Maryland)

- The Brotherhood of Painters and Decorators of America was established.

1888 (1st General Convention in Baltimore, Maryland)

- The Brotherhood of Painters and Decorators of America was officially recognized as an international union.
- A general membership card system was adopted.



1892 (3rd General Convention in St. Louis, Missouri)

- Creation of the Office of the General President.
- Creation of the General Executive Board.
- A three-year minimum apprenticeship for our crafts was established.
- Clearance cards were established.

1901 (8th General Convention in Detroit, Michigan)

- Delegates asked the Convention to go on record as supporting any legislation that would have schools teach about the labor movement.

1905 (9th General Convention in Memphis, Tennessee)

- A nationwide effort began to publicize our union across the United States and Canada to attract workers in our trade to join.

1909 (10th General Convention in Cincinnati, Ohio)

- Creation of the IUPAT General Convention fund.
- It is established that our union's General Conventions will be held every five years.

1913 (11th General Convention in Rochester, New York)

- Announced that the 8-hour workday had become universally bargained for in all Local Unions.

1917

- The General Convention was canceled due to the First World War.



1925 (13th General Convention in Montreal, Canada)

- A resolution was passed protesting against the poor working conditions in West Virginia and supporting the coal miners in securing freedom and rights to organize.
- Resolved to organize painters of color.
- Demanded the release of political prisoners due to the Espionage Act, including prominent trade unionists like Eugene Debs.

1929 (14th General Convention in Denver, Colorado)

- 5-day work week established in 300 Local Unions.
- A push was made to shorten the universal 8-hour workday to 6 hours.
- Introduced the idea of an age-old pension system and began researching to see who would qualify for pensions.
- Amended the IUPAT Constitution to allow the General President to appoint two or more organizers at large, paving the way for the modern Organizing Department.
- Petitioned the U.S. Congress to repeal Prohibition.

1937 (15th General Convention in Buffalo, New York)

- Forbade the insertion of advertisements in our *Journal* from firms that were unfair to organized labor.
- Declarations against the principles of war and fascism. All wars of aggression were condemned.
- Organized a campaign to establish the 6-hour workday and 30-hour workweek as a standard for our crafts.
- The General Executive Board presented a resolution to support socialized medicine to the American Federation of Labor (AFL).

1941 (16th General Convention in Columbus, Ohio)

- Sent a resolution to the president of the United States and the press that called upon the AFL to mobilize the 11 million organized workers to defend the nation against the Axis powers.
- Protested against Nazi atrocities in Norway and all other countries, which had been overrun by Hitler's murderous armies.
- Passed a resolution supporting President Roosevelt's foreign policy of giving material aid and assistance to Great Britain, Soviet Russia, and China.
- Demanded that immediate action be taken to establish, throughout our jurisdiction, the 6-hour workday.

1945

- The General Convention was canceled due to World War II.

1946 (17th General Convention in San Francisco, California)

- The Convention reaffirmed its demand for a universal 6-hour day with wages commensurate with the cost of a decent standard of living.
- Adopted advocating for portable ventilating units to offset the unhealthy effects of the hazardous materials our members worked with.



1950 (18th General Convention in Detroit, Michigan)

- Passed a resolution allowing the General Executive Board to exempt members entering the armed services from paying dues and assessments.
- Called to have the Taft-Hartley Act repealed and to support the AFL's campaign to have liberal and pro-labor congressmen return to Congress.
- Highlighted Congress' failure to pass adequate legislation to meet the needs of our members working under the standards of living.
- Called upon the AFL to establish an Institute of Labor Relations to teach organizing methods and facilitate general organizing efforts within our union.
- Supported the AFL's efforts to unite the entire labor movement to improve working and living conditions and promote progressive labor and social legislation.

1954 (19th General Convention in Seattle, Washington)

- Passed a resolution committing our union to a "no raiding pact" with other Building Trades unions.
- Voted to merge the American Federation of Labor and Congress of Industrial Organizations.
- Began a nationwide campaign for a 6-hour workday with no wage reduction from the present 40-hour week.
- Passed a resolution in support of a federal law to lower the Social Security eligibility age from 65 to 55.



1959 (20th General Convention in Cleveland, Ohio)

- Creation of the "Apprenticeship Ratio" system that required employers to hire apprentices in proportion to journey workers.

1964 (21st General Convention in Minneapolis, Wisconsin)

- Passed a resolution to move the union headquarters from Lafayette, Indiana, to Washington, DC.
- For the first time in history, our union made a national endorsement for the United States presidency when we joined the AFL-CIO, in endorsing Lyndon B. Johnson and Hubert Humphrey.

1969 (22nd General Convention in Miami Beach, Florida)

- Formally changed our name to the International Brotherhood of Painters and Allied Trades (IBPAT).
- A commitment to “moral and financial” support of the National Council for Senior Citizens and the establishment of retired member clubs.
- Passed a resolution supporting the coordinated collective bargaining with other unions involved in negotiations with major corporations.
- Officially moved headquarters to Washington, DC, along with the International Association of Firefighters, Ironworkers, and Sheet Metal Workers' International Association.



1974 (23rd General Convention in Los Angeles, California)

- Resolved for apprentices to be able to vote as soon as they are initiated.
- Began re-establishment of a federal committee on apprenticeship, composed of only labor and management organizations that support apprenticeships.
- IBPAT fought to reinstate the Davis-Bacon Act. After coordinated action with other Building Trades unions, it was reinstated one month later.
- The delegates urged extending the right to strike for all public employees.
- Delegates endorsed efforts to create jobs for veterans, provide quality education for all Americans, and repeal “right-to-work” laws.
- The delegation urged the federal government to provide jobs if the private sector could not do so.
- The delegation demanded full implementation of the Occupational Safety and Health Act (OSHA) to improve job sites for all workers.
- Delegates urged Congress, environmental leaders, and industries to begin a resource recovery program to transform waste into useful materials.
- IBPAT commended all those who helped expose the corruption and seeds of dictatorship embodied in the Watergate conspiracy.



1984 (25th General Convention in Washington, DC)

- Creation of the IBPAT Industry Pension Plan.
- Creation of the IBPAT District Council and Local Union Defense Fund for our organization, collective bargaining, and legal assistance.
- Studied the feasibility of establishing an IUPAT National Health and Welfare Plan.
- Passed a resolution in support of amendments to the National Labor Relations Act to protect collective bargaining in the construction industry.
- Passed a resolution condemning the misuse of bankruptcy laws to undermine workers' rights and pledged to support unions fighting back against employers who use this tactic.

1994 (27th General Convention in Washington, DC)

- Passed a resolution endorsing the expansion of membership ranks through the Construction Organizing Membership Education Training (COMET).
- A resolution calling for IBPAT to be transformed into an “organizing union” was passed.



1999 (28th General Convention in Washington, DC)

- Official name change from the International Brotherhood of Painters and Allied Trades (IBPAT) to the International Union of Painters and Allied Trades (IUPAT) effective January 1, 2000.



2004 (29th General Convention in Washington, DC)

- Creation of the Death Benefit Fund providing monetary support for families of members in good standing who pass away.

2014 (31st General Convention in Orlando, Florida)

- Kenneth E. Rigmaiden was officially elected and sworn in at a Convention as the IUPAT's first Black General President. Rigmaiden, who was unanimously elected as General President by the General Executive Board in 2013, is also the first Black General President within the Building Trades unions.



2019 (32nd General Convention in Las Vegas, Nevada)

- Creation of the IUPAT Craft Committees to advise how best to grow membership and market share for their respective crafts.
- Passed a resolution calling for 20 percent of our membership to be women by 2024.
- Passed a resolution to mobilize 20,000 member activists annually.
- Passed a resolution to organize immigrant workers, fight against wage theft and worker misclassification, and make confronting these abuses a pillar of the union's political education program.
- Delegates resolved to continue to fully support the development and strengthening of our four constituency groups—Black, Latino, Women, and Young Workers, which included inviting members of these groups to national leadership conferences and similar gatherings.
- Passed a resolution demanding labor law reform in the U.S., particularly in supporting the PRO Act and seeking to modernize the National Labor Relations Act.
- Passed a resolution stating that the IUPAT stands ready to join with communities to mobilize against the clear and present danger that racist organizations pose.



IUPAT HELPING HAND

The IUPAT Helping Hand offers resources to IUPAT members and families seeking help for substance use disorder and mental health challenges.

Scan the QR code below to learn more or visit IUPATHelpingHand.com.



IUPAT HELPING HAND

Helping Hand Director Chris Scheiblein

The Helping Hand Program continues to be a focal point and conversation starter for IUPAT members and signatory contractors. We are consistently asked to represent the IUPAT at conferences and speaking engagements concerning substance use disorder and mental health challenges. We continuously promote the great work that our affiliates are doing within this space and the strategies and resources they deploy to help their members and address issues on our job sites.

As a member of the NABTU-CPWR Opioid Task Force, I am fortunate to be in discussions with other international unions, research personnel, and contractors, all focused on sharing best practices and new ways and ideas to help our industry and our organizations combat behavioral problems. This collaborative effort of professionals helps foster a strong bond and commitment between the trades and is anchored in the overall well-being of our members and their families.

If you, a coworker, or a loved one are concerned about something causing you stress or mental discomfort, or you feel your current situation is unmanageable, help is available. Please find out who your District Council's Champion is, look at the number on the back of your health card, or visit your District Council's website to find accurate information in your area and union. You and your loved ones are worth it! To learn more about Helping Hand, email me directly at cscheiblein@iupat.org.



Chris Scheiblein

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

HELPING HAND CHAMPION ERIN O'BRIEN-HOFMANN

As a dedicated member of District Council 21 and the Director of Training for the Finishing Trades Institute of the Mid-Atlantic Region, I am profoundly committed to our involvement with the Helping Hand initiative. This program is incredibly significant to me, professionally and personally, as it embodies the core values of support, education, and recovery essential to an organization's well-being. In my personal journey, by the grace of God, I have not picked up a drink or a drug for the past 15 years. I could not stop drinking. There was no human power that could have alleviated my alcoholism. This milestone is a testament to the fact that recovery is possible, and it serves as a beacon of hope for anyone struggling with addiction.

My experience has shown me that the sky is truly the limit for those who commit to sobriety, one day at a time. Success stories like mine are not just possible; they are plentiful among those who embrace the journey of recovery.

We have many successful members, including apprentices and journey workers, who are trusted with running work, teaching our students part-time, and officers within their Local Unions who have received help from the Helping Hand Program. They were treated like humans suffering from

a disease, and through support groups and ongoing resources, they are now respected employees and providers for their families.

The Helping Hand program is crucial in providing mental health first aid education and other support mechanisms. These resources are vital in empowering our members to address mental health challenges and substance use disorders effectively. In addition, by fostering a culture of understanding and support, we can ensure that no one in our community feels alone in their struggle.

I am humbled and honored to be a part of the solution, working alongside my brothers and sisters at DC 21 to promote recovery and well-being. Together, we are building a stronger, healthier community where every member has the opportunity to thrive.



Erin O'Brien-Hofmann

REPORT OF THE **AUDIT COMMITTEE**

JANUARY 1, 2023 TO DECEMBER 31, 2023 **INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES**

In accordance with Section 23 of the Constitution of the International Union of Painters and Allied Trades, the Audit Committee convened on April 25, 2024 for the purpose of auditing the accounts of the International Union for the year ended December 31, 2023. The Committee members were duly appointed and consisted of Donald R. Stepp, Jr., District Council 1M/Local Union 357; John D. Frigillana, Jr., District Council 50/Local Union 1944; Jose E. Ruiz, Jr., District Council 78/Local Union 2301.

The General Executive Board engaged the services of the independent certified public accounting firm of Novak Francella LLC, to act in conjunction with the Audit Committee. The Committee reviewed the consolidated financial statements of the International Union for the year ended December 31, 2023, including the detail of assets, liabilities, revenue and expenses. The Committee concludes that the transactions undertaken by the International Union were in accordance with established policies and the Constitution.

The Committee had access to all of the International Union's records including bank statements, investment custody reports, receipts and disbursements. The Committee noted that a strong internal control system was in place for safeguarding the assets of the International Union.

General Fund operating revenue exceeded expenses during 2023. The total assets of the International Union were \$105.1 million at December 31, 2023. We continue to see the savings that were planned from increased efficiencies and cost controls. More importantly, services have been expanded. A total of \$57.8 million was spent this year for the benefit and advancement of our members and affiliates.

During 2023, the Organizing Fund expended \$11.0 million in a targeted manner to support areas where organizing efforts are most needed. Over 76% of Organizing Fund per capita revenue, totaling \$6.9 million, was returned to our affiliates as direct organizing assistance.

The Committee noted that investment markets rebounded in 2023 after poor performance in 2022.

Operating Funds cash and investments at December 31, 2023, were \$48.1 million. The Committee was informed that the IUPAT strives to maintain cash and investments reserves at 12 months,

as recommended by our independent accountants. At the end of 2023, the reserves were 12.4 months.

We note that the International Union's revenue must continue to rise so that they may take advantage of unprecedented organizing opportunities throughout the country. The International Union has developed an aggressive organizing plan to help increase market share.

The financial condition of our International Union is sound. We noted that the General Executive Board has worked to minimize the operating costs and maximize the investment performance. These actions have provided, at the lowest cost to members, the financial strength and stability that is reflected in our net assets.

We have found the accounts to be maintained in a careful and systematic manner. The independent auditor has provided an unmodified opinion on the consolidated financial statements. We, the Members of the Audit Committee, are in agreement as to the International Union's financial status for the year ended December 31, 2023.

MEMBERS OF THE AUDIT COMMITTEE - April 26, 2024:

Donald R. Stepp, Jr. | District Council 1M/Local Union 357

John D. Frigillana, Jr. | District Council 50/Local Union 1944

Jose E. Ruiz, Jr. | District Council 78/Local Union 2301

Working in conjunction with the Audit Committee:

NOVAK FRANCELLA LLC | Certified Public Accountants

By: Steven J. Mazur, CPA

Sworn to and subscribed before me this 26th day of April, 2024.

Novak | **Francella**
LLC | CERTIFIED PUBLIC ACCOUNTANTS



The 2024 Audit Committee, L to R: Steve Mazur (CPA, Novak Francella), General Secretary-Treasurer Gregg Smith, Donald Stepp Jr. (DC 1M/LU 357), and Jose Ruiz (DC 78/LU 2301). Not pictured: John Frigillana (DC 50/LU 1944).

INDEPENDENT AUDITOR'S REPORT

Members of the General Executive Board International Union of Painters and Allied Trades

Opinion

We have audited the consolidated financial statements of the International Union of Painters and Allied Trades (the International Union), which comprise the consolidated statement of financial position as of December 31, 2023, and the related consolidated statements of activities and cash flows for the year then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the International Union of Painters and Allied Trades as of December 31, 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of the International Union and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery,

intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the International Union's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the International Union's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplemental Information

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The Schedule of Building Fund Activity by Building on page 23 is presented for purposes of additional analysis and is not required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with GAAS in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

Bala Cynwyd, Pennsylvania
May 1, 2023

CONSOLIDATED IUPAT STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2023

Assets	General Fund	Organizing Fund	Building Fund	Total Operating Funds	Convention Fund	Disaster Relief Fund
Cash and cash equivalents	\$ 7,933,464	\$ 376,869	\$ 121,000	\$ 8,431,333	\$ 121,627	\$ 1,075,882
Accrued interest receivable	189,121	13,916	23,134	226,171	37,487	-
Per capita receivable	5,238,546	-	-	5,238,546	-	-
International admin dues receivable	2,033,839	-	-	2,033,839	-	-
Due from related funds	371,519	-	79,264	450,783	-	730
Due from U.S. Government	147,266	-	-	147,266	-	-
Other receivable	112,836	-	-	112,836	-	100
Intrafunds receivable (payable)	(1,802,526)	1,318,495	(10,097,026)	(10,581,057)	246,880	1,415
Prepaid expenses	539,493	-	-	539,493	101,800	-
Loan to affiliate	1,052,061	-	-	1,052,061	-	-
Investments	34,251,303	1,980,426	3,428,566	39,660,295	5,955,037	-
Property and equipment, net	1,009,792	-	10,905,753	11,915,545	-	-
Total assets	\$ 51,076,714	\$ 3,689,706	\$ 4,460,691	\$ 59,227,111	\$ 6,462,831	\$ 1,078,127
Liabilities and Net Assets						
Liabilities						
Accounts payable and accrued expenses	\$ 1,481,687	\$ 39,141	\$ 134,397	\$ 1,655,225	\$ 1,859	-
Accrued postretirement benefit	1,375,859	-	-	1,375,859	-	-
Due to related funds	1,097	-	-	1,097	-	-
Total liabilities	2,858,643	39,141	134,397	3,032,181	1,859	-
Net assets						
Without donor restrictions						
Undesignated	48,218,071	3,650,565	4,326,294	56,194,930	-	-
Board-designated	-	-	-	-	6,460,972	1,078,127
Total net assets without donor restrictions	48,218,071	3,650,565	4,326,294	56,194,930	6,460,972	1,078,127
Net assets with donor restrictions	-	-	-	-	-	-
Total net assets	48,218,071	3,650,565	4,326,294	56,194,930	6,460,972	1,078,127
Total liabilities and net assets	\$ 51,076,714	\$ 3,689,706	\$ 4,460,691	\$ 59,227,111	\$ 6,462,831	\$ 1,078,127

Death Benefit Fund	Accidental Death Fund	Issues Campaigns	IUPAT		PAT		Total
			Without Donor Restriction	Without Donor Restriction	Without Donor Restriction	With Donor Restriction	
\$ 1,227,358	\$ 412,799	\$ 220,778	\$ 11,489,777	\$ 998,449	\$ 4,730,272	\$ 17,218,498	
52,643	-	-	316,301	-	-	316,301	
-	-	-	5,238,546	-	-	5,238,546	
-	-	-	2,033,839	-	-	2,033,839	
-	-	-	451,513	37,302	-	488,815	
-	-	-	147,266	-	-	147,266	
-	-	-	112,936	-	171,093	284,029	
10,324,071	8,691	-	-	-	-	-	
-	-	-	641,293	-	-	641,293	
-	-	-	1,052,061	-	-	1,052,061	
20,173,898	-	-	65,789,230	-	-	65,789,230	
-	-	-	11,915,545	-	-	11,915,545	
<u>\$ 31,777,970</u>	<u>\$ 421,490</u>	<u>\$ 220,778</u>	<u>\$ 99,188,307</u>	<u>\$ 1,035,751</u>	<u>\$ 4,901,365</u>	<u>\$ 105,125,423</u>	
\$ 57,293	\$ 0	-	\$ 1,714,377	-	-	\$ 1,714,377	
-	-	-	1,375,859	-	-	1,375,859	
-	-	-	1,097	11,764	-	12,862	
<u>57,293</u>	<u>0</u>	<u>-</u>	<u>3,091,333</u>	<u>11,764</u>	<u>-</u>	<u>3,103,097</u>	
-	-	-	56,194,930	1,023,987	-	57,218,917	
<u>31,720,677</u>	<u>421,490</u>	<u>220,778</u>	<u>39,902,044</u>	<u>-</u>	<u>-</u>	<u>39,902,044</u>	
31,720,677	421,490	220,778	96,096,974	1,023,987	-	97,120,961	
-	-	-	-	-	4,901,365	4,901,365	
<u>31,720,677</u>	<u>421,490</u>	<u>220,778</u>	<u>96,096,974</u>	<u>1,023,987</u>	<u>4,901,365</u>	<u>102,022,326</u>	
<u>\$ 31,777,970</u>	<u>\$ 421,490</u>	<u>\$ 220,778</u>	<u>\$ 99,188,307</u>	<u>\$ 1,035,751</u>	<u>\$ 4,901,365</u>	<u>\$ 105,125,423</u>	

CONSOLIDATED IUPAT STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2023

	General Fund	Organizing Fund	Building Fund	Elimination	Total Operating Funds	Convention Fund	Disaster Relief Fund
Revenue							
Per capita	\$ 19,342,592	\$ 8,958,529	\$ -	\$ -	\$ 28,301,121	\$ 1,444,760	\$ -
International admin dues	10,756,845	-	-	-	10,756,845	-	-
Administrative processing, reinstatement and clearance card fees	444,217	-	-	-	444,217	27,052	-
Benefit contributions	-	-	-	-	-	-	-
Individual contributions	-	-	-	-	-	-	78,246
Contributions and donations	-	-	-	-	-	-	1,300
Investment income - net of fees	1,830,893	113,496	180,410	2,945	2,127,744	261,875	17,484
Office rent	-	-	1,978,761	(33,649)	1,945,112	-	-
Administrative cost reimbursements	5,344,453	-	188,208	(2,949,019)	2,583,642	-	-
Royalties and reimbursements	237,714	-	-	-	237,714	-	-
Local union supplies and bond premiums	178,743	-	-	-	178,743	-	-
Job Corps program	5,044,245	-	-	-	5,044,245	-	-
Meals and lodging revenue (Residence Hall)	-	-	1,115,127	(646,881)	468,246	-	-
Other	2,673,580	1,003,725	6,140	(1,004,763)	2,678,682	-	-
Total	45,853,282	10,075,750	3,468,646	(4,631,367)	54,766,311	1,733,687	97,030
Net assets released from restriction	-	-	-	-	-	-	-
Total revenue	45,853,282	10,075,750	3,468,646	(4,631,367)	54,766,311	1,733,687	97,030
Expenses							
Personnel costs	20,693,780	2,574,141	981,828	(2,607,275)	21,642,474	-	-
Affiliation fees	2,235,957	-	-	-	2,235,957	-	-
Benefits and awards	-	-	-	-	-	-	-
Assistance to affiliates	-	6,869,462	-	-	6,869,462	-	-
Communications (including IUPAT <i>Journal</i>)	861,550	-	-	-	861,550	-	-
Conferences, committees and seminars	3,813,112	-	-	(557,064)	3,256,048	-	-
Convention	-	-	-	-	-	480	-
Government affairs contributions	-	-	-	-	-	-	-
Member mobilization	-	-	-	-	-	-	-
Financial assistance to affiliates	15,000	-	-	-	15,000	-	-
Regional organizing efforts	-	1,094,623	-	(6,763)	1,087,860	-	-
Legal and litigation	930,542	241,822	4,130	(2,500)	1,173,994	-	-
Auditing fees & Other professional fees	1,079,041	275,401	143,465	(143,465)	1,354,442	-	-
Charitable contributions	289,937	-	-	-	289,937	-	8,635
Political contributions	215,642	-	-	-	215,642	-	-
Local union supplies and bond premiums	216,162	-	-	-	216,162	-	-
Job Corps program and administration	7,124,888	-	-	(238,985)	6,885,903	-	-
Meals and lodging expenses	-	-	781,639	-	781,639	-	-
Administrative, office and general office and computer equipment and software enhancements	1,532,194	-	443,209	(17,367)	1,958,036	-	-
Occupancy	95,972	-	1,249,392	-	1,345,364	-	-
Postage, printing and supplies	558,088	1,210	195,908	(26,646)	728,560	-	-
Insurance	343,095	-	-	-	343,095	-	-
Depreciation and amortization	158,040	-	1,706,159	-	1,864,199	-	-
Currency translation	(58,319)	(18,048)	-	-	(76,367)	(2,116)	-
Other	1,227,892	30	60,965	(1,031,302)	257,585	-	-
Total expenses	41,332,573	11,038,641	5,566,695	(4,631,367)	53,306,542	(1,636)	8,635
Change in net assets	4,520,709	(962,891)	(2,098,049)	-	1,459,769	1,735,323	88,395
Net assets at beginning of year	43,697,362	4,613,456	6,424,343	-	54,735,161	4,725,649	989,732
Net assets at end of year	\$ 48,218,071	\$ 3,650,565	\$ 4,326,294	\$ -	\$ 56,194,930	\$ 6,460,972	\$ 1,078,127

Death Benefit Fund	Accidental Death Fund	Issues Campaigns	IUPAT		PAT		Elimination	Total
			Without Donor Restriction	Without Donor Restriction	With Donor Restriction			
\$ -	\$ -	\$ -	\$ 29,745,881	\$ 1,765,337	\$ -	\$ -	\$ 31,511,218	
-	-	-	10,756,845	-	-	-	10,756,845	
-	-	-	471,269	-	-	-	471,269	
955,457	51,085	-	1,006,542	-	-	-	1,006,542	
-	-	-	78,246	-	2,755,316	-	2,833,562	
-	-	-	1,300	-	-	-	1,300	
2,393,852	4,778	2,756	4,808,489	19,118	85,759	9,314	4,922,680	
-	-	-	1,945,112	-	-	-	1,945,112	
-	-	-	2,583,642	-	-	(9,314)	2,574,328	
-	-	-	237,714	-	-	-	237,714	
-	-	-	178,743	-	-	-	178,743	
-	-	-	5,044,245	-	-	-	5,044,245	
-	-	-	468,246	-	-	-	468,246	
18,001	-	-	2,696,683	-	-	-	2,696,683	
3,367,310	55,863	2,756	60,022,957	1,784,455	2,841,075	-	64,648,487	
-	-	-	-	1,307,277	(1,307,277)	-	-	
3,367,310	55,863	2,756	60,022,957	3,091,732	1,533,798	-	64,648,487	
-	-	-	21,642,474	-	-	-	21,642,474	
-	-	-	2,235,957	-	-	-	2,235,957	
1,603,670	80,000	-	1,683,670	-	-	-	1,683,670	
-	-	-	6,869,462	-	-	-	6,869,462	
-	-	-	861,550	982	-	-	862,532	
-	-	-	3,256,048	-	-	-	3,256,048	
-	-	-	480	-	-	-	480	
-	-	-	-	2,677,162	-	-	2,677,162	
-	-	20,000	20,000	9,260	-	-	29,260	
-	-	-	15,000	-	-	-	15,000	
-	-	-	1,087,860	-	-	-	1,087,860	
-	-	-	1,173,994	-	-	-	1,173,994	
30,750	-	-	1,385,192	59,919	-	-	1,445,111	
-	-	-	298,572	-	-	-	298,572	
-	-	-	215,642	-	-	-	215,642	
-	-	-	216,162	-	-	-	216,162	
-	-	-	6,885,903	-	-	-	6,885,903	
-	-	-	781,639	-	-	-	781,639	
-	-	-	1,958,036	-	-	-	1,958,036	
-	-	-	1,345,364	-	-	-	1,345,364	
-	-	-	728,560	-	-	-	728,560	
-	-	-	343,095	-	-	-	343,095	
-	-	-	1,864,199	-	-	-	1,864,199	
(1,771)	(2,790)	-	(83,044)	-	-	-	(83,044)	
-	-	-	257,585	5,807	-	-	263,392	
1,632,649	77,210	20,000	55,043,400	2,753,130	-	-	57,796,530	
1,734,661	(21,347)	(17,244)	4,979,557	338,602	1,533,798	-	6,851,957	
29,986,016	442,837	238,022	91,117,417	685,385	3,367,567	-	95,170,369	
\$ 31,720,677	\$ 421,490	\$ 220,778	\$ 96,096,974	\$ 1,023,987	\$ 4,901,365	\$ -	\$ 102,022,326	

CONSOLIDATED IUPAT STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2023

	IUPAT	PAT	Total
Cash flows provided by operating activities			
Cash received from			
District councils, local unions and members	\$ 41,832,754	\$ 4,316,713	\$ 46,149,467
Investment income	2,620,327	105,254	2,725,581
Other revenue and reimbursements	20,617,361	-	20,617,361
Cash received	<u>65,070,442</u>	<u>4,421,967</u>	<u>69,492,409</u>
Cash disbursed			
For personnel costs	(21,642,474)	-	(21,642,474)
To service providers, suppliers, vendors and others	(38,763,248)	(2,749,229)	(41,512,477)
Cash used	<u>(60,405,722)</u>	<u>(2,749,229)</u>	<u>(63,154,951)</u>
Net cash provided by operating activities	<u>4,664,720</u>	<u>1,672,738</u>	<u>6,337,458</u>
Cash flows provided by investing activities			
Proceeds from sale or redemption of investments	53,295,532	-	53,295,532
Purchase of investments	(58,000,031)	-	(58,000,031)
Purchase of fixed assets	(409,418)	-	(409,418)
Proceeds from sale of fixed assets	8,500	-	8,500
Principal collected on loan	72,140	-	72,140
Net cash provided by investing activities	<u>(5,033,277)</u>	<u>-</u>	<u>(5,033,277)</u>
Net increase in cash	<u>(368,557)</u>	<u>1,672,738</u>	<u>1,304,181</u>
Cash and cash equivalents			
Beginning of year	<u>11,858,334</u>	<u>4,055,983</u>	<u>15,914,317</u>
End of year	<u>\$ 11,489,777</u>	<u>\$ 5,728,721</u>	<u>\$ 17,218,498</u>

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

DECEMBER 31, 2023

NOTE 1. NATURE OF OPERATIONS

The International Union of Painters and Allied Trades (the International Union) is a labor organization representing painters and workers in allied trades throughout the United States and Canada. The primary source of revenue is per capita paid by Local Unions and District Councils.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Membership dues are accounted for as exchange transactions. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset. The Bold Futures and PAT LEC represent net assets without donor restrictions. The PAT PC represents net assets with donor restrictions.

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of International Union's management and the General Executive Board.

Board-designated net assets: Net assets that are not subject to donor-imposed restrictions but are subject to self-imposed limits by the action of the General Executive Board. These net assets may be used at the discretion of the International Union's General Executive Board of Directors.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the International or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. Donor restricted net assets are "released from restrictions" when the amounts are expended for the purpose specified.

Consolidation and Fund Accounting - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities as follows:

Functional Allocation of Expenses - The consolidated statement of activities presents expenses by function and natural classification. Expenses directly attributable to a specific functional area of the International Union are reported as expenses of those functional areas.

Program Services

IUPAT - The funds of the IUPAT are the General, Building, Convention, Accidental Death, Disaster Relief, Death Benefit, Organizing and Issues Campaign. International administrative dues revenue is collected per member per hour and can vary depending on what industry in which the member works. These dues can range anywhere up to \$0.05 per member per hour. Per capita revenue is based on monthly billings to District Councils and Local Unions for membership activity reported through December each year. The allocation of per capita among the funds is in accordance with the International Union's Constitution.

General Fund - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the activity of the Job Corps program which is a party to a U.S. Government agency contract as discussed in Note 5. The Job Corps program will submit expenses for reimbursement by a U.S. Government agency, so this is considered an exchange transaction and this revenue is recognized when expenses are submitted for reimbursement.

Organizing Fund - This Fund was established to defray the costs of enhanced organizing activities. Funding sources include administrative processing fees and an allocation of per capita tax in the amount of \$8.70 per member, per month.

Building Fund - The IUPAT Building Corp., LLC was formed on December 14, 2004, to acquire and hold title to the property to be used for the national headquarters complex. Currently, no per capita is allocated to the Building Fund.

Convention Fund - This Fund accumulates allocated assessments received from affiliates to defray the costs of the convention held every five years. Currently, an allocation of per capita tax in the amount of 5% of total per capita is allocated to the Convention Fund.

Disaster Relief Fund - This Fund was established to provide assistance to areas affected by natural disaster. Funding sources include contributions from the General Fund, Local Unions, District Councils, members, and others.

Death Benefit Fund - Provides a death benefit for eligible members. The benefits paid vary in amount depending upon the classification of the member. Most payments are for the normal death benefit which is \$3,000. This benefit is funded by allocating \$1.00 per member, per month.

Accidental Death Fund - Provides accidental death benefits for all members in good standing. The benefit for eligible members is \$10,000. This benefit is funded by allocating \$.05 per member, per month, to this Fund.

Issues Campaign - An account to build coalitions and promote legislation around immigration and other human rights. The Issues Campaign account is funded from the IUPAT General Fund and contributions from other unions and allied groups.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

PAT - The International Union has established three separate segregated entities for political, legislative and educational purposes.

PAT PC - The Political Action Together - Political Committee Fund (PAT-PC) directly receives voluntary contributions, including payroll check-offs, from members of the International Union. These contributions are considered unconditional contributions and are recognized when received.

PAT LEC - The Political Action Together - Legislative and Educational Fund (PAT-LEC) is financed through an allocation of per capita tax in the amount of \$0.40 per member, per month, and payments from Local Union and District Councils.

Bold Futures - The Bold Futures Political Action Committee (Bold Futures PAC) was established to secure the nomination, election and appointment of IUPAT members to public office. The Bold Futures PAC is financed by contributions or donations given to it by IUPAT, its affiliates, political committees affiliated with them and members. These contributions are considered unconditional contributions and are recognized when received.

Cash and Cash Equivalents - Cash and cash equivalents consist of amounts held in demand deposit and money market accounts.

Investments and Investment Income Recognition - Securities are reported at their aggregate fair value. The fair value of investments in U.S. Government and Government Agency securities, corporate bonds, common stock and preferred stock are determined by quoted market prices. The certificates of deposit are carried at estimated fair value as determined by the investment custodian. The short-term investments, ULLICO stock and UnionPlus Stock are carried at cost, which approximates fair value.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation on sales includes the International Union’s gains and losses on investments bought and sold as well as held during the year and are recorded in investment income on the statement of activities.

Property and Equipment - Property and equipment are carried at cost. Major additions in excess of \$10,000 are capitalized, while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation expense is computed using the straight-line method over the following estimated useful lives of the assets:

Building	20 years
Furniture and Equipment	5-20 years
Automobiles	5 years

Depreciation expense totaled \$1,864,342 for the year ended December 31, 2023.

Canadian Currency - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rate in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities. The average exchange rate for 2023 used to translate revenue and expenses was \$0.74628 per Canadian dollar. At December 31, 2023, the exchange rate was \$0.75434 per Canadian dollar.

Use of Estimates in the Preparation of Consolidated Financial Statements - The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Financial Presentation - The International Union’s consolidated financial statements present its net assets, revenues, expenses, gains, and losses, classified between unrestricted, temporarily restricted, and permanently restricted, based on the existence or absence of donor-imposed restrictions.

NOTE 3. TAX STATUS

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The consolidated financial statements include the activity of the PAT-LEC, PAT PC and Bold Futures. Section 527 of the Internal Revenue Code provides for the exemption from Federal income tax for “exempt function income” of a political committee that is a separate segregated fund of an exempt organization which is not a political organization. Contributions received are exempt function income provided that the receipts are primarily expended for an exempt function or for some or all of its administrative expenses. However, interest income will be taxed. The PAT-LEC, PAT-PC and Bold Futures file Internal Revenue Service Form 1120-POL to report financial activities. Income tax expense for 2023 totaled \$5,758.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the International Union and recognize a tax liability if the International Union has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the International Union.

NOTE 4. UNINSURED CASH BALANCES

The International Union maintains its cash accounts primarily with banks located in Washington, D.C. The total cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 per bank. The International Union has cash balances on deposit at December 31, 2023 with PNC Bank and Bank of Labor, that exceed the balance of FDIC insurance coverage by approximately \$209,857 and \$13,779,612, respectively.

The International Union also maintains cash at a Canadian financial institution, which is insured up to \$100,000 in Canadian dollars. As of December 31, 2023, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately \$3,515,594 in Canadian dollars (\$2,651,953 U.S. equivalent).

NOTE 5. U.S. GOVERNMENT AGENCY CONTRACT

The International Union is a party to a cost reimbursement contract with the U.S. Department of Labor Job Corps Program.

The 2023 activity and contract funds due from the U.S. Government at December 31, 2023, were as follows:

	Due from U.S. Government at beginning of year	Contract Receipts	Expenditures	Due from U.S. Government at end of year
U.S. Department of Labor Job Corps Program				
1630DC-18-C-0013	\$ 1,253,428	\$ 8,197,617	\$ 7,091,455	\$ 147,266
	<u>\$ 1,253,428</u>	<u>\$ 8,197,617</u>	<u>\$ 7,091,455</u>	<u>\$ 147,266</u>

The base period of the 1630DC-18-C-0013 contract expired on February 28, 2023 and the contract got extended until August 31, 2023. During 2023, \$6,150,407 was received from DOL and \$2,047,210 from FTI Job Corps.

NOTE 6. INVESTMENTS

The cost and fair value of investments held by the International Union at December 31, 2023, is summarized below:

	Cost	Fair Value
United States Government and Government Agency obligations	\$ 11,316,735	\$ 11,191,368
Corporate Bonds	20,566,141	20,185,699
Common & Preferred Stock	16,898,594	19,606,006
ULLICO Stock	39,826	39,826
UnionPlus Stock	549	549
Pooled separate account	4,616,868	5,553,768
Certificate of Deposits	6,178,739	6,178,739
Short-term Investments	3,033,275	3,033,275
Total	<u>\$ 62,650,727</u>	<u>\$ 65,789,230</u>

Investment income for the year ended December 31, 2022, consisted of the following:

Interest and Dividends	\$ 2,831,878
Net realized and unrealized gain (loss) on investments	2,323,357
Investment and bank fees	(232,555)
	<u>\$ 4,922,680</u>

NOTE 7. PROPERTY AND EQUIPMENT

At December 31, 2023, property and equipment consisted of the following:

Land	\$ 872,714
Furniture and Equipment	6,242,624
National Training Facility building	11,374,351
Headquarters building	13,194,745
Generators	1,491,462
Residence Hall building	5,253,689
Residential Townhouse	432,310
Automobiles	152,952
	39,014,847
Less accumulated depreciation and amortization	(27,099,302)
Net Property and Equipment	\$ 11,915,545

NOTE 8. 401(K) PLANS

The International Union maintains two 401(k) plans, one for International Union employees and one for Job Corps employees. The International Union contributes 6% of salary for eligible employees. These contributions totaled \$558,251 for the International Union employees and \$224,277 for the Job Corps employees for the year ended December 31, 2023.

NOTE 9. MULTIEMPLOYER DEFINED BENEFIT PENSION PLAN

The International Union contributes to a multiemployer defined benefit pension plan under the terms of a collective-bargaining agreement and a participation agreement that covers its union-represented employees. The risks of participating in this multiemployer defined benefit pension plan are different from a single-employer plan in the following aspects:

- a. Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers.
- b. If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.
- c. If the International Union chooses to stop participating in its multiemployer defined benefit pension plan, the International Union may be required to pay that multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

The International Union’s participation in this multiemployer defined benefit pension plan for the annual period ended December 31, 2023, is outlined in the table below. The zone status is based on information that the International Union received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan’s actuary. Among other factors, pension plans in the red zone are generally less than 65 percent funded, pension plans in the orange zone are less than 80 percent funded and are in seriously endangered status, pension plans in the yellow zone are less than 80 percent funded, and pension plans in the green zone are at least 80 percent funded.

Legal Name of Pension Plan	Pension Plan’s Employer Identification Number	Pension Plan’s Plan Number	Pension Protection Act Zone Status		Expiration Date of Collective Bargaining Agreement
			Zone Status	Extended Amortization Provisions Used?	
International Painters and Allied Trades Industry Pension Plan	52-0673909	001	Red as of 01/01/23	No	August 31, 2026 ***

***The staff employees of the International Union participate in the International Painters and Allied Trades Industry Pension Plan through a collective bargaining agreement. Employees that are not covered under the collective bargaining agreement are covered by a participation agreement. The participation agreement does not have an expiration date.

NOTE 9. MULTIEMPLOYER DEFINED BENEFIT PENSION PLAN (continued)

Legal Name of Pension Plan	Contributions to the Pension Plan	Contributions to the Pension Plan greater than 5% of total Pension Plan Contributions (Plan year ending)	Employer Contribution Rates	Number of Employees Covered by Plan
	12/31/2023		12/31/2023	12/31/2023
International Painters and Allied Trades Industry Pension Plan	\$3,702,365	No, Plan year ending 12/31/23.	18.97% of employees' salaries & \$3.30 per hour per month	152
Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge paid to Pension Plan by the International Union of Painters and Allied Trades?	Minimum contributions required in future by CBA, statutory requirements, or other contractual requirements?	
			No	If yes, description.
International Painters and Allied Trades Industry Pension Plan	Rehabilitation Plan Implemented	Yes	No	N/A

NOTE 10. AFFILIATIONS PER CAPITA

During the year ended December 31, 2023, the International Union incurred per capita expenses to affiliated organizations as follows:

AFL-CIO	\$ 606,548
AFL-CIO - State (Full Affiliation Program)	648,271
North America's Building Trades Unions	573,427
Maritime Trades Dept., AFL-CIO	4,320
Union Label Trades Dept., AFL-CIO	6,000
Metal Trades Department, AFL-CIO	162,558
IUPAT Canadian Labour Congress (U.S. Dollars)	82,166
Union Sportsmen's Alliance	75,000
Bluegreen Alliance	25,000
Department of Professional Employees	1,216
National Heavy & Highway Coalition	12,000
Canadian Provincial Federation of Labor (U.S. Dollars)	35,671
Total	\$ 2,235,957

NOTE 11. RELATED ENTITIES

The Building Fund currently leases a portion of the headquarters building space to the International Painters and Allied Trades Industry Pension Plan (Pension Plan), Painters and Allied Trades Labor-Management Cooperation Initiative (LMCI), and Painters and Allied Trades for Children's Hope Foundation (PATCH). The Building Fund also leases office space in the national training center to the International Union of Painters and Allied Trades Finishing Trades Institute (FTI). The Building Fund received \$1,926,859 in rent from these entities for the year ended December 31, 2023.

On October 31, 2005, the Death Benefit Fund loaned \$4,500,000 to the IUPAT Building Corp, LLC to be used for renovating the national training facility. The loan is secured by national training facility property. On June 22, 2010, the Death Benefit Fund loaned an additional \$9,922,800 to the IUPAT Building Corp, LLC to make the loan \$14,000,000 to be used to pay for the new headquarters and residence hall. The loan is payable in monthly installments of \$75,248 beginning August 1, 2010, including interest at the annual rate of 5.00%. Final payment is due in July 2040. Interest expense for the year ended December 31, 2023 for this loan totaled \$518,711.

As of December 31, 2023, the future principal maturities of this loan are as follows:

<u>Year Ended December 31</u>	<u>Death Benefit Fund</u>
2024	\$ 403,921
2025	424,587
2026	446,309
2027	469,143
2028	493,145
Thereafter	7,927,379
Total	\$ 10,164,484

NOTE 11. RELATED ENTITIES (continued)

Certain operating expenses are incurred by the International Union during the year and are allocated to the related entities of the International Union based on allocation studies. These operating expenses include shared accounting support, computer technology support, reimbursement for postage, meeting and travel expenses and other miscellaneous reimbursements.

For the year ending December 31, 2023, the allocation of expenses received during the year by the International Union was as follows:

	FTI	FTI Job Corps	LMCI	Pension Plan	PATCH	Total Allocated to Related Parties
Accounting & human resources support	\$ 205,321	\$ 37,270	\$ 119,402	\$ 486,731	-	\$ 848,724
Computer technology support	170,708	748	7,558	119,540	-	298,554
Postage reimbursement	12,940	122	26,368	203,750	164	243,344
Meeting and travel reimbursement	681,198	14,068	381,209	137,127	11,254	1,224,856
Other reimbursements	18,804	2,050,656	11,486	176,595	908	2,258,449
Totals	<u>\$ 1,088,971</u>	<u>\$ 2,102,864</u>	<u>\$ 546,023</u>	<u>\$ 1,123,743</u>	<u>\$ 12,326</u>	<u>\$ 4,873,927</u>

At December 31, 2023, the allocation of expenses due to the International Union was as follows:

	FTI	FTI Job Corps	LMCI	Pension Plan	PATCH	Total Allocated to Related Parties
Accounting & human resources support	\$ -	\$ 12,423	\$ -	\$ -	\$ -	\$ 12,423
Computer technology support	9,435	1,532	381	45,053	-	56,401
Postage reimbursement	899	73	289	8,620	1	9,882
Meeting and travel reimbursement	76,023	10,745	204,669	51,623	300	343,360
Other reimbursements	16,457	(6,645)	(2,743)	21,347	1,032	29,448
Totals	<u>\$ 102,814</u>	<u>\$ 18,128</u>	<u>\$ 202,596</u>	<u>\$ 126,643</u>	<u>\$ 1,333</u>	<u>\$ 451,514</u>

The International Union also pays related parties for miscellaneous expenses that include classroom rentals, employee withholdings, meeting and travel reimbursements and other miscellaneous reimbursements. For the year ending December 31, 2023, the allocation of expenses from related parties and amounts payable at year end were as follows:

	Amount allocated from related parties during the year ended December 31, 2023	Amount due to related parties at December 31, 2023
FTI	\$ 118,546	\$ -
LMCI	46,669	-
FTI Job Corps	1,799	-
Pension Plan	266,370	-
PATCH	18,143	1,097
Totals	<u>\$ 451,527</u>	<u>\$ 1,097</u>

NOTE 12. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues. None of this litigation involves any substantial potential liability on the part of the International Union.

NOTE 13. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

For the year ended December 31, 2023, there were no transfers in or out of levels 1, 2, or 3.

Fair Value Measurements at December 31, 2022

	Total	Level 1	Level 2	Level 3
U.S. Government and Government Agency Obligations	\$ 11,191,368	\$ 11,191,368	\$ -	\$ -
Corporate bonds	20,185,699	-	20,185,699	-
Common Stock & Preferred Stock	19,606,006	19,606,006	-	-
UnionPlus Stock	549	-	-	549
ULLICO Stock	39,826	-	-	39,826
Certificate of deposits	6,178,739	6,178,739	-	-
Short-term investments	3,033,275	3,033,275	-	-
Total assets in the fair value hierarchy	60,235,462	\$ 40,009,388	\$ 20,185,699	\$ 40,375
Investments measured at NAV(a)	5,553,768			
Total Investments	\$ 65,789,230			
		Level 3 Fair Value Measurements		
		Total	ULLICO Stock	UnionPlus Stock
Beginning balance		\$ 40,375	\$ 39,826	\$ 549
Realized gains		-	-	-
Unrealized gains		-	-	-
Purchases		-	-	-
Sales		-	-	-
Transfers into Level 3		-	-	-
Ending balance		\$ 40,375	\$ 39,826	\$ 549

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the period.

NOTE 13. FAIR VALUE MEASUREMENTS (continued)

(a) In accordance with Subtopic 820-10 Fair Value Measurement (820), Disclosures for Investments in Certain Entities That Calculate Net Asset Value per share (or Its Equivalent), investments that are measured at fair value using the net asset value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

The unfunded commitments and redemption information are as follows at December 31, 2023:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice
Pooled separate account Fixed income:				
Ullico Separate Account W1	\$ 5,553,768	\$ -	Monthly	90 days
Total	<u>\$ 5,553,768</u>	<u>\$ -</u>		

Separate Account W1 ("the Fund") is a pooled separate account offered through a group annuity contract issued by Union Labor Life. The Fund is invested in high quality construction and permanent first mortgages in commercial real estate projects. All loans are secured by properties geographically diversified throughout the United States. All construction must be performed by union contractors. Separate Account W1 is designed to provide tax-exempt non-pension funds (general treasury, health and welfare, training, industry advancement, etc.) a specialized fixed income investment alternative that seeks to enhance performance returns, reduce portfolio volatility and stimulate the unionized construction industry. Separate Account W1's objective is to outperform the Bloomberg Barclays U.S. Aggregate Index ("Index") net of fees over a full market cycle. The Fund capitalizes on the income component of private commercial first mortgages as well as mortgage fees paid to the Fund by the borrower.

NOTE 14. POSTRETIREMENT BENEFITS

The International Union provides postretirement life insurance for all employees and postretirement medical insurance for former general officers or general executive board members and their spouses. To be eligible for these benefits, employees must retire and immediately be eligible to receive a pension from the International Painters and Allied Trades Industry Pension Fund. Generally, retirees and their spouses may continue medical benefits until the earliest of the attainment of age 65 or death. The life insurance benefit continues for the life of the retiree. The life insurance benefit is in the amount of \$10,000 or \$5,000 depending on job classification. The International Union reports in accordance with Financial Accounting Standards Board Accounting Standards Codification 715, "Compensation-Retirement Benefits" (FASB ASC 715).

The amount reported as the postretirement benefit obligation represents the actuarial present value of those estimated future benefits that are attributed to employees' service rendered to the date of the consolidated financial statements. Postretirement benefits include future benefits expected to be paid to or for currently retired employees and their spouses and employees and their spouses after retirement from service. Prior to an active employee's full eligibility date, the postretirement benefit obligation is the portion of the expected postretirement benefit obligation that is attributed to that employee's service rendered to the valuation date.

The actuarial present value of the expected postretirement benefit obligation is determined by the Plan's actuary and is the amount that results from applying actuarial assumptions to historical claims cost data to estimate future annual incurred claims costs per participant and to adjust such estimates for the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as those for death or retirement) between the valuation date and the expected date of payment. The actuarial cost method used to determine the liability is the Projected Unit Credit Cost Method.

For measurement purposes, 8.00% annual rate of increase in the per person cost of covered medical health care benefits was assumed, grading down to 4.50% by 0.25% per year.

The following were other significant assumptions used in the valuations as of December 31, 2023:

Discount rate:	5.15%
Mortality:	109% of Pri-2012 Employee Blue Collar amount-weighted mortality tables (sex-distinct), projected generationally with scale MP-2021 from 2022
Retirement Age:	100% of eligible participants are assumed to retire at age 63

The foregoing assumptions are based on the presumption that the International Union will continue. Were the International Union to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of the postretirement benefit obligations.

The estimated postretirement benefit obligation liability at December 31, 2023 of \$1,375,859 is based on an actuarial valuation report for the fiscal year ended December 31, 2023.

NOTE 15. LOAN RECEIVABLE

On September 17, 2014, the International Union loaned \$1,600,000 to the Painters District Council 51 to be used to pay off their property located at 4700 Boston Way, Lanham, MD. The loan is secured by the clean title of the two buildings on this property. The loan is payable in monthly installments of \$10,559 beginning October 15, 2014, including interest at the annual rate of 5.00%. Final payment is due in September 2034. Interest income for the year ended December 31, 2023 for this loan totaled \$54,572.

NOTE 16. RISKS AND UNCERTAINTIES

The International Union invests in various investments. Investments are exposed to various risks such as economic, interest rate, market, and sector risks. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position.

NOTE 17. AVAILABILITY AND LIQUIDITY

The following represents the International Union's financial assets available within one year of the statements of financial position date for general expenditure at December 31, 2023:

	<u>2023</u>
Financial assets at year end:	
Cash and cash equivalents	\$ 17,218,498
Accrued interest receivable	316,301
Per capita receivable	5,238,546
International admin dues receivable	2,033,839
Due from related funds	488,815
Due from U.S. Government	147,266
Other receivable	284,029
Prepaid expenses	641,293
Loan to affiliate	1,052,061
Investments	65,789,230
Property and equipment, net	<u>11,915,545</u>
Total financial assets	105,125,423
Less amounts not available to be used within one year:	
Assets with donor restrictions	4,901,365
Loan to affiliate	1,052,061
Property and equipment, net	<u>11,915,545</u>
	<u>17,868,971</u>
Financial assets available to meet general expenditures over the next twelve months	<u><u>\$ 87,256,452</u></u>

As of December 31, 2023, the future principal maturities of this loan are as follows:

<u>Year Ended December 31</u>	<u>DC 51 Loan Receivable</u>
2024	\$ 75,831
2025	79,710
2026	83,788
2027	88,075
2028	92,581
Thereafter	632,076
	<u><u>\$ 1,052,061</u></u>

As part of the International Union's liquidity plan, excess cash is invested in short-term investments.

NOTE 18. NET ASSETS

Net assets with donor restrictions were as follows for the year ended December 31, 2023:

Specific Purpose PAT PC	<u>\$ 4,901,365</u>
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Net assets without donor restrictions for the year ended December 31, 2023 are as follows:

Undesignated	<u>\$ 97,120,961</u>
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Net assets released from net assets with donor restrictions for the year ended December 31, 2023 were \$1,307,277.

NOTE 19. SUBSEQUENT EVENTS

The International Union has evaluated subsequent events through May 22, 2024, the date the consolidated financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

SCHEDULE OF BUILDING FUND ACTIVITY BY BUILDING

YEAR ENDED DECEMBER 31, 2023

	Training Center Facility	Headquarters Building	Residence Hall Building	Townhouse	Total
Revenues					
Office rent	\$ 1,320,603	\$ 658,158	\$ -	\$ -	\$ 1,978,761
Administrative cost reimbursements	1,437	186,771	-	-	188,208
Room rentals	-	-	871,111	-	871,111
Cafeteria revenue	-	-	244,016	-	244,016
Investment income	60,137	60,136	60,137	-	180,410
Other revenue	1,246	4,693	201	-	6,140
Total revenue	<u>1,383,423</u>	<u>909,758</u>	<u>1,175,465</u>	<u>-</u>	<u>3,468,646</u>
Expenses					
Personnel costs	3,392	978,224	212	-	981,828
Legal and litigation	898	2,334	898	-	4,130
Auditing fees & other professional fees	47,822	47,822	47,821	-	143,465
Meals and lodging expense					
Hotel room expense	-	-	154,794	-	154,794
Meal expenses	-	-	626,845	-	626,845
Office and computer equipment	164,605	164,063	114,541	-	443,209
Occupancy					
Interest expense	172,904	172,904	172,904	-	518,712
Electric utility expense	146,433	196,659	32,575	1,644	377,311
Other utility expense	16,329	10,381	13,202	2,384	42,296
Personal and property taxes	44,299	107,136	154,052	5,586	311,073
Postage, printing and supplies	-	195,908	-	-	195,908
Insurance	-	-	-	-	-
	-	-	-	-	-
Depreciation expense	609,770	698,081	383,636	14,672	1,706,159
Other	35,155	9,673	14,128	2,009	60,965
Total expenses	<u>1,241,607</u>	<u>2,583,185</u>	<u>1,715,608</u>	<u>26,295</u>	<u>5,566,695</u>
Net income (loss)	\$ 141,816	\$ (1,673,427)	\$ (540,143)	\$ (26,295)	\$ (2,098,049)

COMMERCIAL PAINTING CRAFT COMMITTEE

DISTRICT COUNCIL 21 | EASTERN PENNSYLVANIA, DELAWARE, NEW JERSEY

RESTORING A LEGACY: DC 21 PAINTERS PRESERVE THE JERSEY SHORE'S ICONIC GIANT WHEEL

Every summer, New Jersey's beach fronts come alive with the delightful sights and sounds of families enjoying ice cream, laughter, and creating cherished memories. But there's something uniquely magical about the Jersey Shore: its iconic amusement parks. Since 1892, when Atlantic City unveiled its first Ferris wheel, these parks have been a defining feature of the coastline. Morey's Piers and Beachfront Water Park, which opened in 1969, added to this legacy in 1985 when its Giant Wheel debuted, quickly becoming one of the largest Ferris wheels on Wildwood, New Jersey's piers.

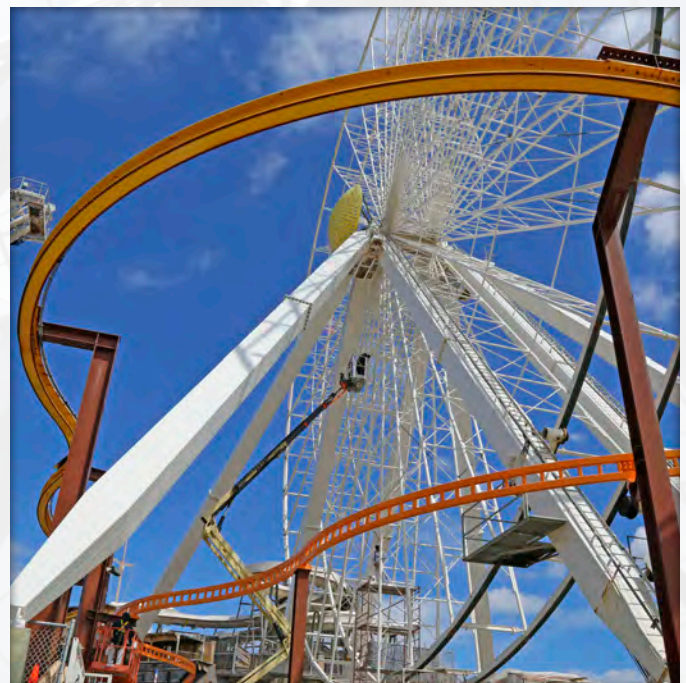
This seaside landmark, exposed to the harsh ocean elements, requires regular maintenance to ensure it remains a safe and joyous ride for all. In Winter 2023, for the first time, the contract was awarded to a union – District Council 21. This project was more than a job for these painters, who spent their childhood summers on this beach and at this amusement park. It was an opportunity to preserve a beloved landmark for future generations and showcase the high-quality work the IUPAT is known for.

However, the task was far from simple. DC 21/LU 2011 journey workers George Dixon and Angel Figueroa, alongside DC 21/LU 694 apprentice Anthony Casares, faced the challenging New Jersey winter. High winds, rain delays, and freezing temperatures tested their resolve. Despite these obstacles, they embraced the union's belief that we are **one family** and continued their important work not just for the community but for the reputation of the IUPAT. They recognized that completing this project on time and to the highest standards would demonstrate the union's value to the Wildwood community.

For George Dixon, this project was particularly meaningful. Growing up in New Jersey, he fondly remembers summers here. As an experienced journey worker, he can restore the Giant Wheel for others to enjoy, including his own family. For George and his union brothers, this wasn't just another job but a labor of love, ensuring that the community they hold dear can continue to create summer memories for many years.



L to R: DC 21 Business Representative Bill Kresz, Angel Figueroa and George Dixon.



PENSION DEPARTMENT UPDATE

Administrator Dan Williams

PENSION PLANS AND PRIVATE EQUITY

The term private equity (PE) is becoming increasingly prevalent in the investment community. Not only is the term being thrown around constantly, but the increase in private equity funding has been on the rise over the last 20 years. Large public pension plans average between 13-15% of their asset allocation dedicated to private equity investing.

What is private equity investing?

Private equity involves investing in a private company that does not offer stock to the general public. Pension plans invest in private equity funds to maximize their earning potential in a competitive global market. The sheer volume of pension assets allows pension plans to invest at a high volume with the expectation of performance that exceeds public equities, more commonly referred to as “stocks.”

This could take shape in direct investments in companies, or a more common practice is hiring a private equity manager specializing in this type of investing in the marketplace. These managers offer capital and other operational support and expertise to expand privately owned businesses and return greater profits. Often, these private equity managers have fundraising periods where they solicit investors into a particular fund. That capital is returned to their investors based on how the underlying companies perform.

The PE market has increased exponentially in response to large public endowments or pension plans seeking higher returns in the “private” market in comparison to public stocks or bonds.

Does the IUPAT Industry Pension Fund invest in Private Equity?

The answer to this is complicated and has a long history, but here are some important things to know:

1. IUPAT Industry Pension Fund has had exposure to private equity since the early 2000s.
2. As the investment environment has radically changed since 2000, the private equity business has greatly expanded. (Think about the popular show *Shark Tank* and the regularity of private businesses looking for capital in exchange for an equity stake in their company).

3. As different asset classes have developed over market cycles, there are always new ways of investing, so PE is a fairly newer asset class. Hedge Funds were an asset class that became increasingly popular in the 1990s and 2000s. All of these different investment strategies outside of the typical stock and bond portfolio are often referred to as alternative investments.

4. In 2017, almost a decade after the global financial crisis, the IUPAT Industry Pension Fund started to ramp up funding in Private Equity. This strategy coincided with the second funding improvement plan, known as FIP 2, which mandated a 50% contribution increase to offset poor investment performance. The goal of increasing the allocation to private markets was to initiate a higher return-seeking asset class with this increase in funding.

5. This strategy worked, and PE has been the top-performing asset class over the last 5-10 years based on comparative metrics within the IUPAT Industry Pension Plan’s portfolio.

6. Private Equity portfolios have a J-curve effect, meaning that at the beginning of the investment cycle, cash is used to begin funding the different PE portfolios, and the returns are not seen until many years later. However, the average returns after several years far outpace the typical S&P 500 index fund.

7. Most PE funds operate on a 7-10-year cycle, and the investment period of cash outlay is considered the “vintage” year. Example: If you invest in the IUPAT Blue Label Fund in 2024 for 5 million dollars, that fund’s vintage year would be “2024.” This is how PE firms fundraise. They launch new funds for investors with different objectives in different market sectors to complement other strategies in their portfolio and target different rates of return.

8. The investment advisor/consultant and board of trustees have the “role” of monitoring these funds and selecting them prudently after their due diligence is performed.

Who is the IUPAT Industry Pension Fund’s Investment Consultant?

In early 2024, the board of trustees initiated a search for a new investment advisor. After an exhaustive process, the

trustees unanimously approved hiring Verus Investments as their new investment consultant.

The investment consultant's role is to take a fiduciary role in executing the board of trustees' Investment Policy Statement.

There are typically 2 types of governance models for pension plans:

1. Traditional or Non-Discretionary
2. OCIO (Outsourced Chief Investment Officer) or Discretionary

The difference between the two is that under the traditional model, the board of trustees is ultimately responsible for all investment decisions.

In the OCIO, or discretionary model, the board of trustees sets the rules for the investment consultant to work within, and the investment consultant performs all duties relative to maximizing returns under the Investment Policy Statement.

Both of these models adhere to significant oversight and applicable laws under the Employment Retirement Income Security Act (ERISA).



LIFE MEMBERSHIP

**IF YOU ARE PLANNING TO RETIRE SOON,
OR HAVE RECENTLY RETIRED, YOU HAVE THE
OPPORTUNITY TO APPLY FOR LIFE MEMBERSHIP!**

As a LIFE MEMBER,
you retain your rights
as a member and
retain your member
death benefit.

LIFE MEMBERS
also pay a lower
dues amount.

You can apply for
LIFE MEMBERSHIP
once you are fully
retired from our trades.

Please contact your
District Council or
Local Union office
to learn more about
applying for
LIFE MEMBERSHIP.

RESPONSIBLE CONTRACTOR POLICIES (RCPS) IN PRIVATE EQUITY

North America's Building Trades Unions (NABTU) has launched an initiative to get more PE companies to sign memorandums that their companies will adhere to when they obtain funding from union pension funds.

Having a Responsible Contractor Policy in place, at the very least, allows us to initiate a conversation with our consultants on best practices in managing our funds with respect to assets. For example, if, through strategic investment, the IPF owns an asset that is likely to create work opportunities for members, the IPF and the Union can engage that asset and that fund manager on labor practices and provide lists of responsible contractors who meet the expectations of the RCP.

Verus Investments has recently signed on to the Principles of Responsible Workforce Management in Private Equity, which is a framework to ensure private equity investments include appropriate consideration of labor interests.

The first step is to know where our collective power lies. This is the key to maximizing the benefit our capital has for all members. The pension fund must be used to its full lawful ability, not only because it must provide for a dignified retirement for our members but also because it responsibly invests in companies and respects our rights as working people. Having returns allowing for members to retire comfortably is one matter, another is the creation of union jobs and investing in projects that our members will work on. Knowing where our assets are may allow us, under appropriate circumstances, to leverage these larger corporations to act in good faith.

With this in mind, the IUPAT is looking to build on its approach to capital strategies/stewardship and is looking at proposing a resolution at the IUPAT's 33rd General Convention which would create a "Capital Stewardship program" to recommend best practices for our investments and funds. This program would create a slate of options, recommendations, and tools to ensure that we know where our investments are going and what sort of companies we invest in, and can better determine if our investments are working in our interests as the IUPAT.



Jimmy Williams Jr.
IUPAT General President

Why is this all so important?

Currently, approximately 100 IUPAT District Council 91 members are on strike in Vincennes, Indiana, because their employer, Gemtron, refuses to bargain in good faith. Gemtron is also seeking to discontinue pension contributions on behalf of these workers. They are owned by SSW Advanced Technologies, which is owned by a private equity firm called Trive.

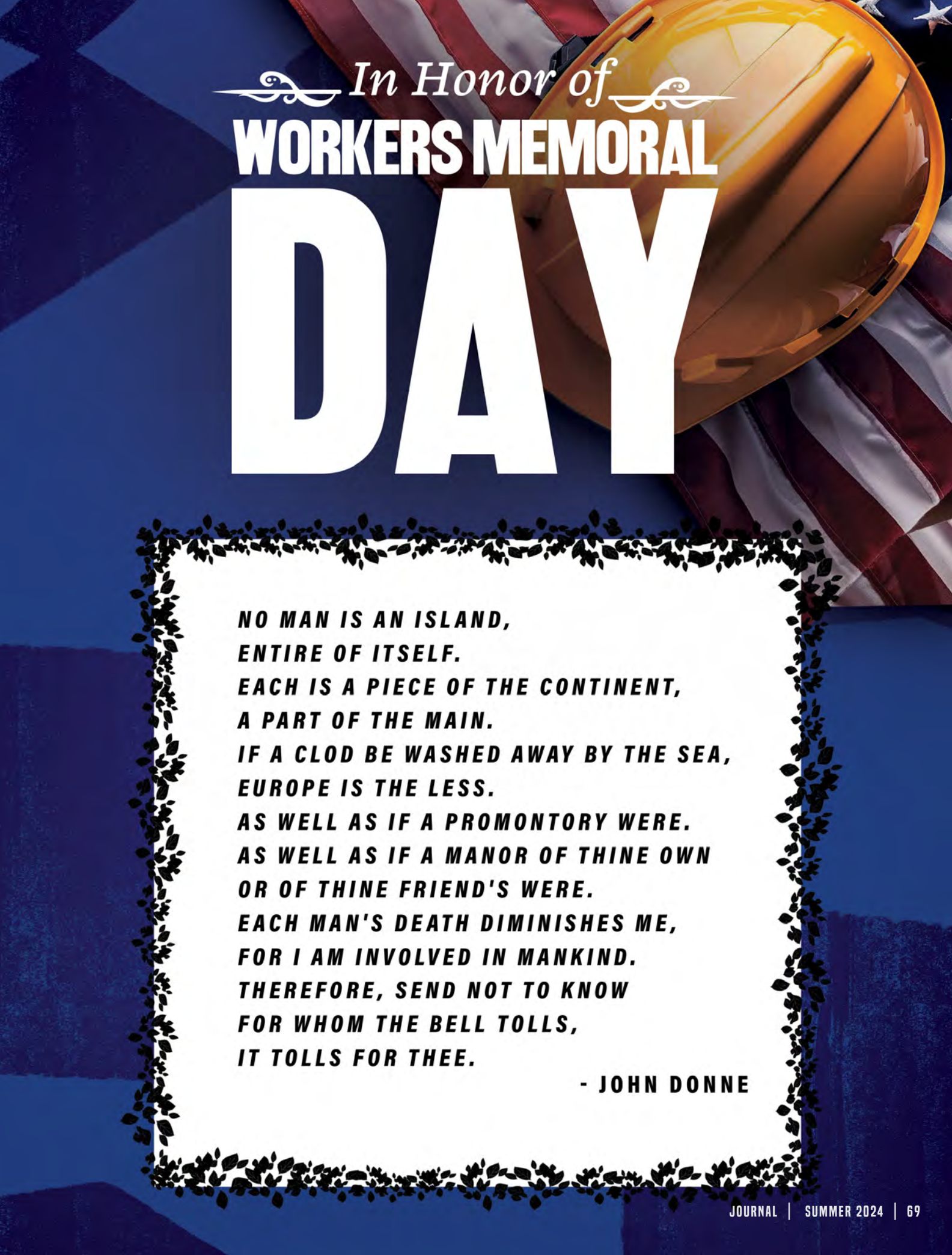
Situations like this are exactly what we are trying to avoid with our investments. It is shameful that IUPAT members are investing their hard-earned retirement dollars into a firm that is trying to end the ability of dozens of our members to retire with dignity.

Conclusion

By encouraging responsible corporate behavior through our investments, our efforts can assist the companies our pension funds invest in to perform better over the long term and offer workers greater opportunities for a voice on the job with fair wages and benefits. Responsible capital strategies benefit both workers and corporations by leading to greater labor peace, a more stable workforce, and higher standards of living among the workers that make up these corporations.

This is why we will address these issues head-on at our upcoming Convention. By introducing resolutions and raising awareness among our members, delegates, and leadership, we can act as better stewards of our retirement investments.

Our collaboration isn't just about data—it's about amplifying our collective voice and strength. Investment consultancy and fund managers have used pension money to hurt union members for years. It is time for us to put an end to this. We can only do this if we act together or forever be in the dark. Together, we can ensure that our capital speaks loud and clear and is only used to benefit our members. This can only happen if we know where all our capital is invested. We must take action, drive real change in our communities, and make our impact felt.



In Honor of
**WORKERS MEMORIAL
DAY**

**NO MAN IS AN ISLAND,
ENTIRE OF ITSELF.
EACH IS A PIECE OF THE CONTINENT,
A PART OF THE MAIN.
IF A CLOUD BE WASHED AWAY BY THE SEA,
EUROPE IS THE LESS.
AS WELL AS IF A PROMONTORY WERE.
AS WELL AS IF A MANOR OF THINE OWN
OR OF THINE FRIEND'S WERE.
EACH MAN'S DEATH DIMINISHES ME,
FOR I AM INVOLVED IN MANKIND.
THEREFORE, SEND NOT TO KNOW
FOR WHOM THE BELL TOLLS,
IT TOLLS FOR THEE.**

- JOHN DONNE

RECENT RETIREES

MARCH 2, 2024 – JULY 1, 2024

Name	LU #	Name	LU #	Name	LU #
Gonzalo Acuna-Espinoza	LU 1136	Gary David Brueggemann	LU 707	Donald Crane	LU 138
Luciano Joseph Alestra	LU 20	Dwight Alan Bryant	LU 1144	Pamela Lucille Crooks Walcott	LU 8A-28A
Afraz Ali	LU 18	Jimmy Dale Bumpaous	LU 427	Jeff Ray Current	LU 581
Antolin Amaro Cordero	LU 19	Stanley Louis Bundza	LU 476	Francesco D'Aponte	LU 1955
Michael Albert Andersen	LU 1959	John Duane Burkett, Jr.	LU 751	John Dalberti	LU 1486
James Leslie Anthony	LU 707	William Henry Burlage	LU 27	Jerome Davis	LU 557
Crisoforo Feliciano Arango	LU 1165	Gerald Lee Butler	LU 49	Terry Scott Davis	LU 567
Carlos Aranha	LU 1891	Stanley Lynn Butler	LU 1075	Jerry Fierro De La Cruz	LU 1036
Randy Dean Armitage	LU 948	Walter Bernard Butler	LU 242	Ronald Debenedetto	LU 113
Albert Otis Arnold	LU 456	Ronald Scott Byrnes	LU 1399	Shawn Prescot Decarr	LU 38
James Gordon Bailey	LU 169	Daniel John Cahill	LU 1175	Salvador Delgado Pacheco	LU 1036
John Baldassarre	LU 1494	Craig Steven Callaway	LU 277	John Anthony Deluca, Jr.	LU 252
Jaime Brian Baker	LU 1175	Connie Jo Cantrell	LU 1293	Ronald Alfred Diblasi	LU 1036
Wieslaw Banaszewski	LU 557	Scott Anthony Carleo	LU 159	Thomas Dimarco	LU 24
Leroy Emanuel Barber, Sr.	LU 1244	James Edward Carley	LU 1959	Dennis Arthur Draper	LU 1036
Eric Barkhouse	LU 1439	Danny D Cartledge	LU 770	Stephen Louis Drozak	LU 6
James Richard Barron, Jr.	LU 930	Daniel Lee Cary	LU 246	Ronald Dean Dutcher	LU 155
John Frances Bartlett, Jr.	LU 481	Martin Castrejon	LU 159	Kenneth Forrest Eckel	LU 1331
Joseph Lawrence Beers	LU 549	Patrick John Ciriello	LU 113	Gerhardt Peter Edl	LU 707
Silvano Beltrame	LU 2009	David Randy Clay	LU 193	Harry Michael Edwards	LU 677
Paul Dean Benfield	LU 1292	Dennis Karl Cline	LU 120	Ronald Maynard Ehman, Jr.	LU 181
Bradley Neil Berg	LU 1962	Lewis Steven Cohen	LU 1087	David Walter Eichorn, Sr.	LU 1333
Edward Lawrence Betz, Jr.	LU 1244	Joseph Michael Colandreo	LU 963	Lark Elizabeth Engel	LU 1010
Robert Alan Birkholm	LU 61	Keith Dwayne Coleman	LU 2006	Kyle David Engelstad	LU 106
Leonard Dean Blaylock	LU 47	Kenneth Lee Coleman	LU 2006	Randy Dale Englehart	LU 1399
Neil Bolton	LU 138	John Francis Collins	LU 2011	Brett Andrew Errickson	LU 252
Charles Boon	LU 1891	Peter Combe	LU 138	Jose Augusto Escobar	LU 20
Earl Bonang	LU 1439	Alan Carl Cook	LU 357	Michael Walter Eskildsen	LU 1036
Gary John Bonanno	LU 201	Ronald Cooper	LU 460	Tobias Farinha	LU 806
Dominick J Bongiovi	LU 1009	Carlos Cordeiro	LU 1819	Michael John Farrell	LU 155
John Howard Borges	LU 169	Guy Robert Costa	LU 1275	Ralph Edward Farrell	LU 804
Norman Arthur Both, Jr.	LU 33	Richard Charles Countryman, Jr.	LU 155	Jose M Fernandez	LU 18
George Roland Brown	LU 1937	David Brian Couture	LU 48	Anthony Fitzpatrick	LU 1984
Russell Ralph Brown, Jr.	LU 567	Richard Steven Cramer, Sr.	LU 201	David Thomas Floriano	LU 159

Name	LU #
Jim Henry Fordham, Jr.....	LU 591
Allan Edmond Forster.....	LU 1803
Theodoros Agisilaos Frangos	LU 476
Kevin Frousell.....	LU 1439
Barry David Friedman	LU 88
John Allen Fritz	LU 471
Warren Eugene Fuller.....	LU 1705
Kurtis Dale Funk	LU 930
Ralph Amadio Fusco, Jr.....	LU 694
Ferenc Gaal.....	LU 138
Darrell George Gage	LU 169
Elias Garcia.....	LU 27
James Louis Gehrke.....	LU 43
Glen Alan Geiselman	LU 460
Chris Geronimos	LU 6
Kevin John Gilman.....	LU 718
Michael Dale Glover	LU 57
Uwe Godau.....	LU 1590
Ofelia Gomez.....	LU 636
Manuel Goncalves	LU 1891
Charles William Gray, Jr.....	LU 201
Pandeli Grazhdani.....	LU 24
Thomas George Graziano.....	LU 1486
Thomas Edward Greutman	LU 150
Christopher Joseph Gronczewski.....	LU 27
Lenard Grywul	LU 138
Gerardo Guerrero	LU 756
Saron Thomas Gunderman.....	LU 2018
Donovan Lewis Gunnarson	LU 386
Gary Douglas Hamilton.....	LU 372
Richard Herbert Hanquist	LU 1976
Benjamin Lewis Harris.....	LU 707
Deborah Ann Harris	LU 636
Fred Benjamin Harris.....	LU 1964

Name	LU #
Douglas Lee Hawkins	LU 1072
Walter Monroe Hayes.....	LU 364
Everett Newton Hetrick	LU 460
James Michael Hoffman.....	LU 1176
Franklin Eugene Holland, Jr.	LU 159
Berry Lee Hubbard.....	LU 123
Robert John Hunsucker	LU 1486
Than Kil Hrang Mang.....	LU 739
Dominic Iuliano.....	LU 867
Racioppa James	LU 557
Miroslav Jankovic	LU 1891
Victor Jara	LU 1047
Jack Floyd Jeffrey	LU 169
Lester Lewis Jenkins.....	LU 1009
Mario Raul Jerez	LU 1176
John Henry Johnson, II	LU 1175
John Joseph Johnson	LU 300
Istvan Jurasits	LU 1087
George Edward Katzianer.....	LU 2011
Ronald Lee Keeler.....	LU 2011
Robert Keith.....	LU 47
Campbell Kelvin.....	LU 138
Craig Randall Kilgore	LU 1103
Tommie Leanne Kimble.....	LU 1010
Andrew Lewis King.....	LU 47
Dean King.....	LU 1671
Osborne Anthony King.....	LU 1087
Joseph John Knysak.....	LU 774
Steven Leslie Kopta.....	LU 660
Thomas John Krakar	LU 476
Sakelaris Krevatas.....	LU 806
Robert John Kucheran	LU 205
Lonnie Henry Kussman.....	LU 130
Hughnorton Laidley.....	LU 391

Name	LU #
Robert Dale Lancaster.....	LU 636
Joan Nelson Landahl	LU 930
Russell Joseph Lane.....	LU 1009
Mark Francis Lang	LU 707
Karl Norman Langwell	LU 52
Robert Carlton Lapenna.....	LU 756
Jerry Allen Larsen	LU 300
Bruce Larson.....	LU 1671
Thomas Charles Laviolette	LU 1512
Todd Alan Lawson.....	LU 1168
Van Thanh Le	LU 300
Simun Lescesen.....	LU 1891
Mark Anthony Leveille.....	LU 845
Dale Robert Lewis	LU 1955
Herbert Lewis.....	LU 200
Ronald Gordon Lewis	LU 300
Steven Harry Lindas	LU 1010
Michael Herman Lindauer.....	LU 1165
Wesley Martin Liptak	LU 639
Karen Frances Liguindoli.....	LU 11
Scott Leslie Lockhart.....	LU 1178
Gary Allan Lowe.....	LU 252
Viet Hoa Lu.....	LU 169
Gust George Lyras	LU 476
Ronald John Machir	LU 246
Horacio Adolfo Madeo	LU 368
Ernest Maikisch.....	LU 1009
Alick Marcelle	LU 1456
Cory Lee Marshall.....	LU 2001
Aristides Martinez	LU 1891
Brian Keith Mcallister.....	LU 841
Robert McCann	LU 138
Frank Henry Mcdonald.....	LU 57
Steven Michael Mcglumphy	LU 751

RECENT RETIREES

MARCH 2, 2024 – JULY 1, 2024

Name	LU #	Name	LU #	Name	LU #
Raymond Arnold Mclean, Jr.	LU 1512	Wayne Joseph Pelletier	LU 694	Dominick Ruocco	LU 113
Michael Mcpherson	LU 300	Jose Perez-Rey	LU 1047	Jack Dwight Russell.....	LU 48
Jose Medeiros	LU 557	Robert Ross Phelps.....	LU 930	Michael Charles Sachs.....	LU 18
Ricardo Mauricio Melara.....	LU 718	Andrew Curtis Pitt.....	LU 300	Ramiro Sanchez	LU 43
Steven Christopher Merrick	LU 2002	Ricky Marion Powers.....	LU 756	Stephen Sanczel.....	LU 88
Robert Mark Merrill	LU 1955	Georgios Vasileios Pragalos	LU 123	Anthony Joe Sargent.....	LU 181
Bruce Lee Mertens.....	LU 300	Richard Pratt	LU 1891	Jeffery Alan Satnowski	LU 487
Mark Joseph Meyer	LU 681	Glen Prawdzik	LU 739	Douglas Paul Schaan	LU 83
Nick Eugene Miller	LU 1103	Douglas Preston.....	LU 1795	James Wesley Schafer	LU 238
Terry Lee Mitchell, Sr.....	LU 120	Steven John Puetz	LU 681	Christopher John Scherer.....	LU 61
Thomas Lee Molinaro	LU 636	Karl Brandon Puhr	LU 2012	Kathleen June Schilling.....	LU 1955
Annie Ruthilyn Montgomery	LU 49	Jaime Quiroga.....	LU 1136	James Michael Schnell	LU 880
William Todd Morris	LU 1020	Oscar Manuel Quiroz Carlin	LU 159	Michael John Schroeder.....	LU 61
John Paul Mullikin	LU 467	William John Raab, Jr.....	LU 391	Craig Peter Scott	LU 6
Manuel Muro-Torres.....	LU 159	Jose Luis Ramos	LU 806	Mark Allan Scott	LU 1803
Donald James Murray	LU 1036	David Alan Ratchford, Sr.....	LU 841	Melvin Tobias Serrano.....	LU 823
James Lee Mynes.....	LU 181	Daniel Michael Reilly.....	LU 252	Mohamed Shameer Shariff.....	LU 1087
Craig Lynn Nagel.....	LU 1803	Ricci Reynolds	LU 1527	Rodney Shea	LU 1891
Linda Louise Noble	LU 820	Russell Lee Riley	LU 1178	Lulezim Shehaj.....	LU 24
Marcia Noble.....	LU 150	Wayne Harmond Riley, Jr.....	LU 1162	Curtis Patrick Smith.....	LU 1940
Gerald Franklin Nolan	LU 1144	Vincent Michael Rinaldo	LU 252	Edward Earl Smolnik, Jr.....	LU 847
J Jesus Nunez Gonzalez	LU 1136	Vernie Arland Rine.....	LU 91	Jane Ann Snow.....	LU 829
Dennis Patrick O'Brien	LU 20	David Rivera.....	LU 1087	Roland Snow	LU 1824
Francis William O'Mara.....	LU 52	Brian A Roberts.....	LU 2012	John Benton Snyder	LU 751
Biodun Olatunde.....	LU 193	David Allen Robinson	LU 807	Antonio Sousa.....	LU 18
Theodore Thomas Olszewski, III	LU 186	Juan Robles Feliu	LU 138	Donna Ethel Spears	LU 1244
Tony Wayne Pagel.....	LU 681	Peter Michael Roche.....	LU 312	Carl Norris Speck	LU 505
Frank James Paratore.....	LU 707	Ruben Zapata Rodriguez.....	LU 130	Bobby Lloyd Stapleton, Jr.....	LU 159
Armand David Parent.....	LU 391	Howard Curtis Rogers	LU 1778	Glenn Erwin Steadman	LU 181
James Timothy Parsons	LU 505	David Lee Rohlman.....	LU 427	Kenneth Stewart.....	LU 205
Luigi Pascarella	LU 557	Raymond J Roldan.....	LU 1274	Stephen Douglas Stinson.....	LU 226
Tammy Marie Patrick	LU 118	Donald James Rosekrans	LU 201	Brian James Stroney.....	LU 252
Antonio Pedra.....	LU 1891	Delbert Dean Roys.....	LU 53	Robert Asa Sweaza.....	LU 48
Terrance Pelletier	LU 1904	Pedro Jesus Rubio.....	LU 1175	Frederick Allen Talarchyk.....	LU 1976

Name	LU #
Terry Taper	LU 770
Frank William Tassara	LU 364
John David Tellin	LU 61
Bobby Frank Thompson.....	LU 1244
Allen Clarence Tresch, Jr.....	LU 660
Kostaq Treska	LU 24
Eric Charles Trukki	LU 294
Peter Anthony Valare, Jr.....	LU 6
Damacio Vargas, Jr.....	LU 130
Jesus Vasulto	LU 636
Jose Angel Velasco Ruelas	LU 1136
Paul Mauricio Velasquez	LU 79
Nestor Ventouras	LU 830
Melvin Lawrence Vinson, Jr.....	LU 249
Domingo Virruete	LU 460
Patrick Arthur Vizenor.....	LU 1036
Lawrence Allen Vowels	LU 156
Andrew James Wales.....	LU 252
Timothy Wesley Wallace.....	LU 1959
Timothy Allen Ward	LU 469
Gregory William Warnick	LU 707
Wilbert Wayne Waterman	LU 48
Daniel Joseph Webb	LU 718
Phillip Wayne Weber.....	LU 246
Ronald Wendorff.....	LU 1819
Mark Charles Werley	LU 7
Janusz Zbigniew Weselak.....	LU 1331
Marty Joe West	LU 2015
Perry Dean West	LU 300
Randy Lamar Westmoreland	LU 226
Barry Neal Wolfe.....	LU 1144
Gary Eugene Wolfe	LU 1275
Kenneth Don Wright.....	LU 300
David Wylie	LU 1891

Name	LU #
Joseph Henry Young, Jr.....	LU 1244
Ming En Yu.....	LU 557
Edwin Dwight Zaid	LU 639
Albert Raymond Zeoli	LU 357
Michael David Zerr	LU 364
Lynne Milne Zimmerman	LU 1922
Jerry Zisman	LU 47
John Steven Zogorean	LU 1010

IN MEMORIAM

JANUARY 1, 2024 - MARCH 31, 2024

Local	First	Last	Amount
3	Stanley	Braxton	\$3,000.00
3	Jimmy	Daniel	\$3,000.00
7	Jeffrey	Ryan	\$3,000.00
12	Harry	Mathie	\$3,000.00
12	Eden	Vaka	\$3,000.00
20	Stelios	Kroudus	\$3,000.00
20	John	Lymberis	\$3,000.00
20	Konstantinos	Malkakis	\$3,000.00
31	Chester	DiBello	\$3,000.00
61	Randall	Flesner	\$3,000.00
61	Richard	Kern	\$3,000.00
61	Hermann	Klaas	\$3,000.00
61	Francis	Toensing	\$3,000.00
77	Billy	Marquez	\$3,000.00
79	Chaines	Lambrecht	\$3,000.00
86	Russell	Johnson Jr.	\$3,000.00
101	DeMarcus	Strickland	\$3,000.00
112	George	Pantazis	\$3,000.00
123	Stephen	Anderson Sr.	\$3,000.00
123	Herbert	Fox	\$3,000.00
138	Pasquale	Papillo	\$3,000.00
138	Clifford	Pavan	\$3,000.00
138	Garry	Petersen	\$3,000.00
156	Donald	Lasher	\$3,000.00
163	William	Carter	\$3,000.00
169	Charles	Austin	\$3,000.00
169	Donald	Malito	\$3,000.00
181	Steven	Atkinson	\$3,000.00
194	Samuel	Joseph	\$3,000.00
201	Paul	Benoit	\$3,000.00
249	Steve	Litteral	\$3,000.00
257	Michael	Powers	\$3,000.00
257	Paul	Romanovicz	\$3,000.00
265	Jeffrey	Wail	\$3,000.00
273	John	Heneghan	\$3,000.00
273	Anthony	Scaccia	\$3,000.00
277	Matthew	Flamensfeld	\$3,000.00
300	Felipe	Nicolas-Juan	\$3,000.00
300	Jack	Stebbins	\$3,000.00
357	Alfred	Burns Jr.	\$3,000.00
386	Douglas	Duden	\$3,000.00
386	Melvin	Swanson	\$3,000.00
386	John	Wolff	\$3,000.00
391	Joseph	Warren Jr.	\$3,000.00
437	William	McSwain Jr.	\$3,000.00

Local	First	Last	Amount
460	Jeremie	Murray	\$3,000.00
469	Dewey	Houck Jr.	\$3,000.00
476	Joseph	McCormick	\$3,000.00
479	John	Barrett	\$3,000.00
481	Alan	Gilbert	\$3,000.00
481	John	Marcantonio	\$3,000.00
490	Lawrence	Solomon	\$3,000.00
505	James	Soldat	\$3,000.00
510	Stephen	Csiklai	\$3,000.00
510	David	Waddingham	\$3,000.00
513	Robert	Lynch	\$3,000.00
513	Dennis	Stegman	\$3,000.00
660	Lawrence	Rozbicki	\$3,000.00
677	Kenneth	Stivers	\$3,000.00
681	James	Hodenfield	\$3,000.00
681	Bazil	Luck	\$3,000.00
681	Leslie	Mason Jr.	\$3,000.00
681	Steven	Norgren	\$3,000.00
707	Dale	Kennedy	\$3,000.00
707	Lucas	Ruyf III	\$3,000.00
707	William	Sobonya Jr.	\$3,000.00
707	Kenneth	Varkett	\$3,000.00
756	Alvin	Hanlon	\$3,000.00
767	Jerry	Cummins	\$3,000.00
781	Eugene	Erickson	\$3,000.00
806	Petros	Ginos	\$3,000.00
830	Reiner	Siedentop	\$3,000.00
831	Robert	Betterton	\$3,000.00
831	Jaime	Fierro	\$3,000.00
841	Gregory	Paradis	\$3,000.00
841	Daryl	Woods	\$3,000.00
913	Manuel	Solis	\$3,000.00
963	Anthony	Persaud	\$3,000.00
1036	Leon	Barder	\$3,000.00
1036	Jean	Diaz	\$3,000.00
1036	Rene	Hernandez Ventura	\$3,000.00
1036	Frank	Renswick Jr.	\$3,000.00
1044	Hoyt	Forbes	\$3,000.00
1044	William	McGarry	\$3,000.00
1047	Brian	Plinski	\$3,000.00
1072	Paul	Griffenberg	\$3,000.00
1072	Bruce	Riley	\$3,000.00
1087	Vincent	Krasinski	\$3,000.00
1138	Anthony	Medeiros	\$3,000.00
1144	George	Bena	\$3,000.00

IN MEMORIAM

JANUARY 1, 2024 - MARCH 31, 2024

Local	First	Last	Amount
1156	James	Wright	\$3,000.00
1162	Warren	Chapman	\$3,000.00
1165	Donald	Mosby	\$3,000.00
1178	Larry	Allensworth	\$3,000.00
1236	Orville	Adams	\$3,000.00
1236	John	Lawson	\$3,000.00
1244	William	Brown	\$3,000.00
1247	Manuel	Carrillo	\$3,000.00
1275	Kevin	Jett	\$3,000.00
1293	Bennie	Mastin	\$3,000.00
1332	Marcus	Mitchell	\$3,000.00
1332	Kevin	Thurmond Sr.	\$3,000.00
1719	Paul	Chormanski	\$3,000.00
1791	John	Miranda Jr.	\$3,000.00
1791	Anthony	Woody	\$3,000.00
1839	L.B.	Cowan	\$3,000.00
1891	Adolf	Buettner	\$3,000.00
1891	Carlo	Del Giudice	\$3,000.00
1891	Dori	Gray	\$3,000.00
1891	Bibi	Mohammed	\$3,000.00
1891	Sergio	Nonis	\$3,000.00
1891	Orazio	Simone	\$3,000.00
1926	Matthew	Haili	\$3,000.00
1955	James	Reid	\$3,000.00
1955	David	Tennett	\$3,000.00
2001	Thomas	Seibert	\$3,000.00
2002	Robert	Christopherson	\$3,000.00
2006	Ronald	Whitney	\$3,000.00
2011	John	Coppola	\$3,000.00
2011	Michael	Mahan	\$3,000.00
2011	Dale	Perkins	\$3,000.00
2341	Raymond	Giacoletto	\$3,000.00
2353	Howard	McLauchlan	\$3,000.00
2353	Donald	Shepherd	\$3,000.00

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