

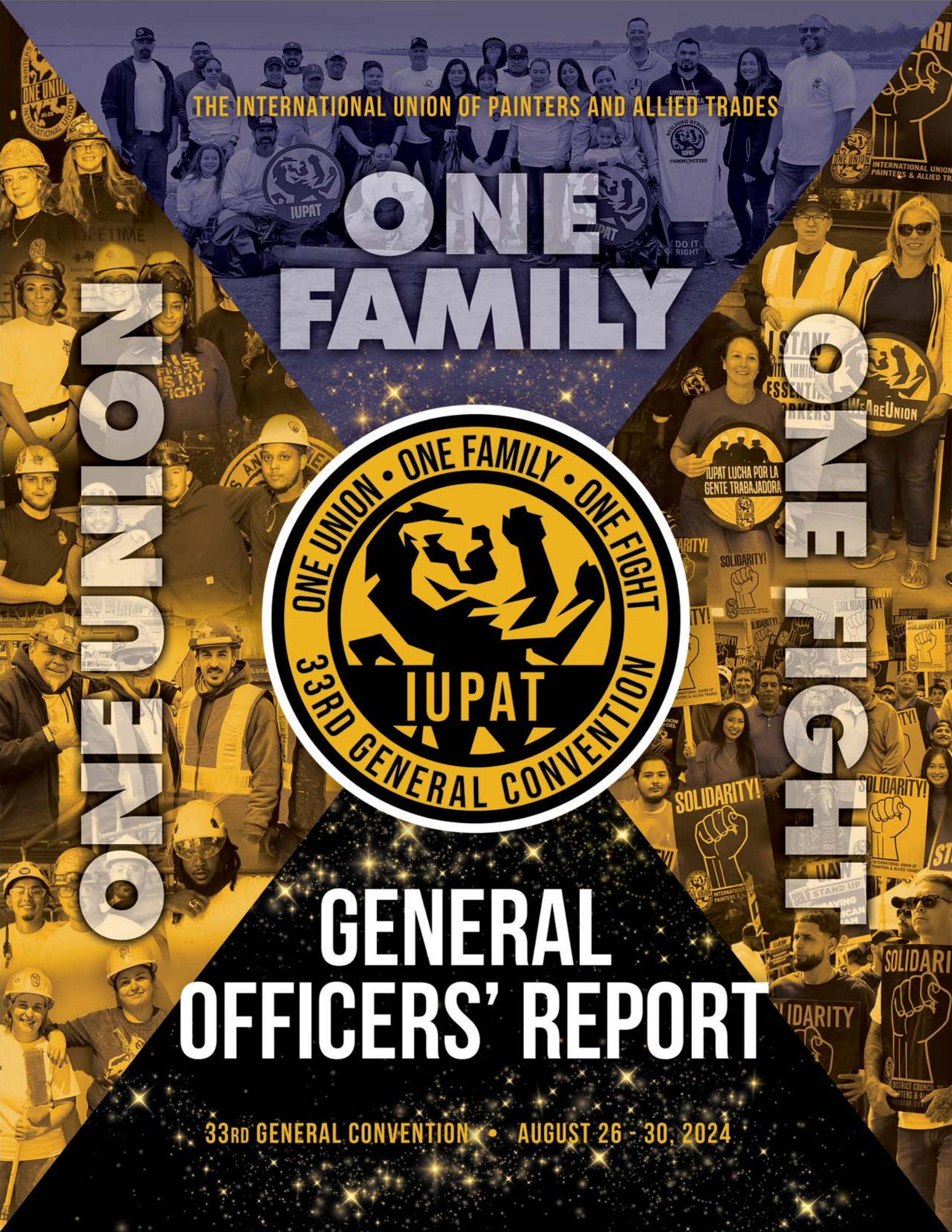
THE INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES

ONE FAMILY



GENERAL OFFICERS' REPORT

33RD GENERAL CONVENTION • AUGUST 26 - 30, 2024







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“Together, we have the power to shape a better future for our industry, our families, and our communities.”



JIMMY WILLIAMS JR.
General President

GENERAL PRESIDENT JIMMY WILLIAMS JR.'S REPORT TO THE MEMBERS

Brothers, Sisters, and Delegates, as we convene for the 33rd General Convention, I am honored to reflect on our progress and outline our path forward for the next five years. Our union has always strived to be a beacon of solidarity, and as your General President, my priorities are growing our union through organizing, bringing in a new generation of diverse members through our apprenticeship programs, amplifying our political power, and ensuring the strength and security of our Industry Pension Fund.

Our union's strength lies in our membership. By expanding our ranks, we increase our influence, secure better working conditions, and ensure fair wages for all. Organizing is the lifeblood of our union. We must continue to reach out to unrepresented workers, bring them into our fold, and provide them with the support and resources they need to thrive. Our Southern Initiative campaigns in Atlanta, Houston, Denver, Washington, DC, and Nashville are prime examples of how strategic organizing can bolster our presence and impact and create new regions where our members can thrive.

Likewise, our apprenticeship program remains our most powerful tool for making our union younger, reaching new and diverse communities, and providing the opportunity of a skilled trade to as many people as possible. We must break down barriers of entry and expand these opportunities to as many new workers as we can.

In today's political landscape, our voice must be heard loud and clear. Our recent victories, such as the passage of the Bipartisan Infrastructure Law, the Inflation Reduction Act, and the American Rescue Plan at the national level; the passage of the Workers' Rights Amendment in Illinois; and the repeal of Right to Work in Michigan demonstrate the power the labor movement can wield when we stand united. We must continue to support policies and candidates that advocate for workers' rights and fair labor practices. Building relationships with political allies and holding elected officials accountable is paramount to protecting our interests and advancing our cause.

Every member of our union deserves the dignity of a secure retirement. Strengthening our Industry Pension Fund has been my top priority since becoming General

President. Our members should have the peace of mind that their years of hard work will be rewarded with a stable and reliable pension. We will work tirelessly to ensure that our Industry Pension Fund remains robust and sustainable, providing for current and future retirees.

As we look to the future, let us remember that our union's strength comes from each and every member. Together, we have the power to shape a better future for our industry, our families, and our communities. Let us recommit to our core values of solidarity, justice, and dignity, and continue to build a union that we can all be proud of.

Thank you for your dedication and commitment. Here's to a successful Convention and an even stronger IUPAT.





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"I am pleased to report that we have made great strides in Canada over the last five years."



SIMON HAZELWOOD
General Vice President
Canada

CANADIAN REGION

As the General Vice President of IUPAT's Canadian Region, I am pleased to report that we have made great strides in Canada over the last five years. We've gained market share in a space where we had none, enhanced our training and certifications, embraced diversity, and created more opportunities for our Canadian members.

Our five District Councils represent over 15,000 members working as automatic door technicians, commercial and industrial painters, drywall finishers, floor coverers, glaziers, hazmat workers, and more. Our numbers are growing, and that includes an increasing number of women in our trades.

When our hardworking members are not advocating for worker rights and protections, building skyscrapers, dangling from offshore oil rigs, spraying water tanks, working at petrochemical plants, finishing drywall, and installing flooring, they can be found giving back to society. Whether it's sprucing up places of worship and community centres with fresh coats of paint, honoring our veterans, mentoring our youth, or hosting holiday dinners for the unhoused, Canadian IUPAT members are passionate about volunteering within their communities.



CANADIAN REGION DISTRICT COUNCILS

<p>District Council 17 Alberta, Saskatchewan, Manitoba, Nunavut, Northwest Territories, District Of Mackenzie</p>	<p>District Council 39 Atlantic Provinces</p>
<p>District Council 38 British Columbia</p>	<p>District Council 46 Ontario</p>
	<p>District Council 97 Quebec</p>

We are thriving in the Great White North due to the efforts and collaboration of District Councils throughout Canada and the United States and with support from the IUPAT International. Together, we are building a skilled workforce and securing safe jobs with fair pay for all workers.

OTTAWA RESIDENTIAL PAINT ORGANIZING

In the residential single-family/multi-family housing market in Ottawa. District Council 46 has built a grassroots campaign, starting with no market share and no members in 2022. In the campaign's first year, they certified nearly 40 contractors, giving them a 70 percent market share in residential paint. As of July 2024, that market share has increased to 85 percent, and over 45 painting companies have been organized. They did so by bringing in organizers who could relate and communicate with the immigrant workers they were organizing. Then, one of those workers became their representative/organizer in the area. Brothers and sisters, this is what General President Jimmy Williams Jr. means when he talks about diversity, equity, and inclusion.

Once District Council 46 has its collective bargaining agreement in place, it will gain over 300 new members. However, our work as a union does not end with a signed contract. The key to maintaining and generating future success will be based on how well we can educate, retain, and activate our membership. To do this, we need your help educating new members and encouraging them to get involved.

INDIGENOUS YOUTH

Our commitment to a better future starts within our communities. District Council 17 is especially proud of its efforts to build trust and foster relationships with indigenous communities.

Outreach efforts aim to educate and build trust by actively participating in activities that benefit Indigenous youth and their families. They understand the unique challenges indigenous peoples face and strive to be partners in creating lasting solutions because the land is their shared home.

When we engage with Indigenous youth, we're not just offering a helping hand; we're investing in their futures and showing that we are committed to their well-being. Our actions speak volumes as we collaborate with Indigenous communities on initiatives such as educational support, cultural preservation, and empowerment programs.

Through partnerships with Indigenous leaders and organizations, we reinforce our message of unity and solidarity. These efforts not only benefit Indigenous youth but also demonstrate to contractors, government officials, and the broader community that we are dedicated to meaningful change and inclusivity. Initiatives with Indigenous youth have evolved, aligning with the priorities and strategies of our departments to ensure meaningful impact.



Whether it's supporting educational initiatives, promoting cultural awareness, or providing opportunities for skill development, our goal remains consistent-build trust, foster relationships, and create a better future together.

CANADIAN WOMEN MEMBERS

IUPAT CANADIAN WOMEN'S COMMITTEE

In September 2023, the IUPAT created a Canadian Women's Committee consisting of representatives from across Canada. The primary goal of the committee is to identify region-specific barriers and develop strategies to overcome them. In the first year, committee members recognized major issues facing women in the workplace and launched initiatives to offer support for our IUPAT members. The Canadian Maternity Policy, welcome packages, and the roll-out of local-level women's committees are being developed and implemented across Canada to assist in member retention and recruitment.

Going forward, the IUPAT Canadian Women's Committee hopes to use these initiatives as a recruitment tool and retain IUPAT members with these supports. As time progresses, the Committee will continue to implement the programs it has begun and hopes to expand them based on the needs of the membership. The Committee seeks to establish a network for female members of the IUPAT that can be relied on for support and resources to encourage women to join the trades and excel in their chosen fields.

THE IUPAT CANADIAN WOMEN'S COMMITTEE	
Shauntelle Hollett (Chair) District Council 17 BM/ST	Natalie Mayville District Council 46 Business Representative
Antonella DiCaro District Council 46 Director of Training	Kristi Slade District Council 46 Business Representative
Rhiannon Chisholm District Council 39 Business Representative	Michelle Wilson District Council 46 FTI Apprentice Liason Health & Safety Officer

CANADA'S FIRST WOMEN BM/STs

In June 2024, Shauntelle Hollett and Renée Tessier-Desjardins made IUPAT history when they were elected as the first two women Business Manager/Secretary-Treasurers in Canada. We are thrilled for them and can't wait to watch them blaze trails.



District Council 17 BM/ST Shauntelle Hollett, an industrial painter by trade, has been a member of DC 17/LU 177 since 2017. Sister Hollett is the Chair of the IUPAT Canadian Women's Committee.

District Council 97 BM/ST Renée Tessier-Desjardins, a commercial painter by trade, has been a member of DC 97/LU 349 since 2016. Sister Tessier-Desjardins is at the helm of the Canadian District Council with the fastest-growing percentage of female workers.



AUTOMATIC DOOR TECHNICIANS LOCAL UNION 2023

With the recent implementation of the Accessibility for Ontarians with Disabilities (AODA) Act Healthcare standards in Ontario, the demand for Automatic Door Technicians has soared. In response, District Council 46/Local Union 2023 was established in 2023 as an independent craft dedicated to representing and advancing the interests of Automatic Door Technicians.

Local Union 2023 is committed to setting industry standards and promoting professional development through education and training.

WORKER JUSTICE

District Council 38 actively supports a group of immigrant workers who have been abused under Canada's Temporary Foreign Worker program (TFW). They have been successful in certifying the contractor and freeing some of these workers from their closed work permits, employing them with their signatory contractors, and filing complaints with the government agency responsible for the program. Additionally, they have filed complaints to the Employment Standards Branch to get their stolen money and unpaid hours returned to them. They are amplifying the abuse of the TFW program and the misclassification of workers to government, contractors, and unrepresented TFWs, as these abuses of the system need to be addressed if we are going to continue to exist in the commercial markets.



TRAINING

In Atlantic Canada, industrial painters comprise nearly 50 percent of District Council 39's total membership. In 2022, with generous financial assistance from the International Finishing Trades Institute, the Labor Management Cooperation Initiative, and the Canadian Federal Government, DC 39 purchased a mobile industrial blast and spray unit to train and certify IUPAT members in Atlantic Canada. The mobile blast and spray unit allows DC 39 to position itself as the provincial training provider for industrial coatings applicators to service the needs of our industrial contractors and maintain our presence as leaders in the coating industry.

CERTIFICATIONS

AGMT CERTIFICATION

District Council 38 has embraced the Architectural Glass and Metal Technician (AGMT) program, securing premium pay within the collective agreement for glazier members who pass and maintain their certification. With the assistance of the IUPAT International, certifications such as the AGMT set the bar even higher when it comes to proving that union glaziers are the highest-skilled, most productive professionals in North America.

RED SEAL CERTIFICATION

District Council 38 is actively engaged in the fight for Red Seal Certification for drywall finishers in British Columbia and anticipates that the Red Seal will be recognized in 2025. This has been a long time in the making. When implemented, it will open up grant money to drywall finisher apprentices, similar to what apprentice wall and ceiling installers receive now.



ASBESTOS ABATEMENT

District Council 38 was instrumental in the provincial government legislating mandatory training of asbestos abatement workers and the licensing of asbestos abatement contractors on January 1, 2024. Although far from perfect, they continue advocating for improvements to the regulations for the benefit of all abatement workers. Their work with the joint labour-management Hazardous Materials Association of British Columbia has set the bar as our members are the best-trained and knowledgeable in the province.

LNG CANADA

In 2021, construction commenced at LNG Canada (LNGC) in Kitimat, British Columbia, the biggest private-sector construction project in Canada's history. Although District Council 38 painting contractors were successful in acquiring some smaller-scale work, the largest scope of work was awarded to non-union employer Altrad Services Ltd.

District Council 38 saw an opportunity. In collaboration with leaders and painters from other Canadian District Councils, DC 38 was successful in organizing Altrad Services Ltd and securing a first collective agreement. Since then, the number of painters working for Altrad has grown from 40 to 200.

In addition to Altrad's workers at LNGC, long-term signatory contractor Park Derochie employs over 250 members on the same site.

GENERAL PRESIDENTS' MAINTENANCE COMMITTEE FOR CANADA AND THE NATIONAL MAINTENANCE COUNCIL FOR CANADA

The General Presidents' Maintenance Committee for Canada (GPMC) and the National Maintenance Council for Canada (NMC) is a strategic alliance of International Building Trades Unions that has negotiated and administered labour agreements for maintenance work at industrial plants across Canada since 1952. The agreements make it possible for the industry to employ up to 13 different construction trades under a single set of terms and conditions. The GPMC/NMC, in cooperation with contractors and project owners, provides stable, long-term agreements for routine industrial maintenance and short-term agreements for plant shutdowns and intermittent maintenance. Prior to the creation of the GPMC/NMC and its agreements, the norm for construction workers represented by our unions was to build and commission most of the industrial facilities and then step away from the project. The advent of our maintenance agreements was a game changer—one which provides long-term employment for thousands of workers across Canada as today we build, commission and maintain many of the industrial projects being constructed.

The GPMC/NMC administers collective agreements in eight out of the ten Canadian provinces and key industrial sectors, including oil sands extraction, oil refining, petrochemicals, mining, electricity generation, pulp and paper, natural gas processing, steel production, and consumer product production.

The IUPAT has been an active participant within the GPMC/NMC since inception and their delegate and alternate representatives have worked alongside the

other trade representatives to ensure that the needs of the maintenance industry are being met. Decisions made by the committee members are driven by market conditions and our goal of continuing to protect our market share. Retired IUPAT Representative Jack White served over two decades on the committee as a delegate for the union, and during his tenure, he fulfilled a leadership role within the organization. He was initially appointed to the position of Vice Chairman in 2010 and became the Chairman of the GPMC/NMC in 2017 until his retirement in 2023.

THE FUTURE

Looking ahead, our vision is to deploy additional organizers who will concentrate solely on broadening our reach and enhancing our presence. We are committed to ongoing staff education through various channels, including IUPAT Leadership Training, and will ensure staff members receive the support necessary for their success. With the endorsement of our Canadian BM/STs, when needed, we will leverage Section 46 assignments to deploy organizers across the country. This will enable them to gain valuable on-the-job experience and share best practices.

I am truly blessed to work with an exceptional team of BM/STs, representatives, and training staff across Canada. Their dedication and expertise will propel us to the next level. Our focus is clear: working collaboratively as a team, prioritizing service, organizing, and training a skilled workforce. We are committed to bringing value to our members and contractor partners, increasing our numbers, and creating a stronger, more diverse IUPAT.

Working as **ONE UNION** across the country, we aim to build a stronger, more inclusive union for generations to come.





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"Our region's achievements over the past five years are a testament to a shared determination to work against complacency."



CHARLIE MEADOWS
*General Vice President
 Central Region*

CENTRAL REGION

The IUPAT's Central Region encompasses nine District Councils across much of the Midwest and Great Lakes region of the United States.

Over the past five years, our region has made remarkable strides, showcasing our members' resilience, dedication, and strength. Since our last General Convention, we have fought to grow our union; maintain our union density; improve our market share across diverse crafts, industries, and locations; prepare the next generation of tradespersons; care for our benefit funds; and do our part in advocating for labor-friendly public policy and electing public officials committed to the success of organized labor. Despite facing relentless anti-union legislation and anti-worker attacks by politicians, our unwavering commitment to our members and industries has allowed us to thrive and expand.

As we gather for this General Convention, we have much to be proud of and even more to look forward to. Our region's achievements over the past five years are a testament to a shared determination to work against complacency; to not be satisfied with the status quo; and to seek fresh perspectives and new strategies for success. At the Central Regional Conference in 2022, we took

CENTRAL REGION DISTRICT COUNCILS

District Council 1M

Michigan

District Council 3

Missouri, Arkansas, Kansas, Oklahoma

District Council 6

Ohio, Indiana, Kentucky, Pennsylvania

District Council 7

Wisconsin, Michigan

District Council 14

Illinois, Indiana

District Council 30

Illinois, Wisconsin

District Council 58

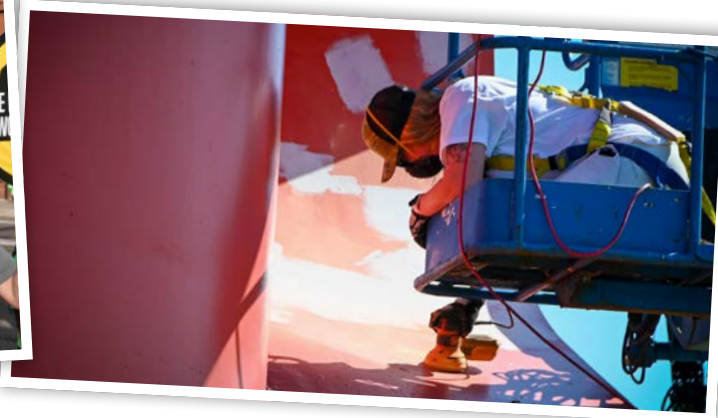
Illinois, Missouri, Kentucky, Tennessee

District Council 82

Minnesota, Montana, North Dakota, South Dakota, Wisconsin

District Council 91

Indiana, Illinois, Kentucky, Michigan



stock of our achievements and noted how our best work shares certain qualities: it results from focusing on what is best for our organizations (not what might be best for our leaders alone); it results from intentional strategy that is, in each case, specific, measurable, achievable, relevant, and time-bound; and it is the product of collaboration-maximizing the talents of each District Council team and what we can achieve together within our family of District Councils and the IUPAT.

SUCCESSFUL CAMPAIGNS AND INITIATIVES

District Council 91 has emerged from trusteeship and is financially solvent and growing in income and membership.

A standout campaign in the Central Region is the Water Tower Initiative, a collaborative effort led by District Councils 14, 30, and 58 to expand our industrial coatings market share. This initiative has increased our market presence, strengthened our ties within the community, and created numerous job opportunities for our members. This campaign is a shining example of what we can achieve when we pool our resources and work together toward a common goal.

Also, in Illinois, our District Councils have been at the forefront of political advocacy, culminating in the passage of the Workers' Rights Amendment. This amendment holds the most robust workers' rights language in the United States, providing significant protections and setting a new standard for worker-friendly legislation. Our collaboration and relentless advocacy efforts have ensured that the voices of working people are heard and respected at the highest levels of government.

District Council 1M in Michigan made historic strides by successfully fighting to repeal right-to-work and reinstate prevailing wages across the state. This monumental victory restores critical protections for our workers, ensuring fair wages and safe working conditions. It is a clear signal that our persistent efforts

and dedication to protect worker rights can reverse anti-labor policies that promote justice for all.

District Council 1M was also responsible for helping to pass responsible contractor legislation in the city of Detroit. This legislation ensures that contractors adhere to ethical standards, which benefits our members by fostering a more equitable and transparent working environment. The passage of this legislation underscores our commitment to holding contractors accountable and securing better conditions for workers throughout Detroit.

District Council 58 has made remarkable strides in community engagement by implementing a free English as a Second Language (ESL) class. Hosted at their offices and filled through recruitment by our organizing staff, these classes provide valuable language skills and help build strong relationships within the community. This initiative fosters goodwill, creates potential new members, and strengthens our ties with local allies. By investing in our community members' personal and professional development, we pave the way for a more inclusive and united workforce.

District Council 7 is developing a new 401(k) to add to its pension plan, expanding its ability to guarantee financial independence in retirement. They have also revitalized membership engagement efforts to promote the work of the council and connect to the community.

District Council 82 has aggressively leveraged the Biden-Harris National Labor Relations Board (NLRB) *Cemex* ruling to secure union recognition. When an employer failed to recognize the union or file for an election, District Council 82 was granted a bargaining order. Despite months of stalled bargaining and additional NLRB charges, this effort culminated in the employer signing a collective bargaining agreement with DC 82. Our organizing staff has since pursued two more contractors under the new rule, winning another order. DC 82's unwavering commitment to using every



available tool to advance workers' rights exemplifies our region's dedication to organizing and ensuring fair treatment for all workers.

APPRENTICESHIP AND TRAINING

The Central Region is preparing the next generation of workers to ensure an enduring future for our industry and member assets.

District Council 58 welcomed 539 new apprentices into our ranks over the past five years, including historic numbers of women (20 percent) and minorities. This influx of new members ensures our union's continued growth and vitality.

District Councils 14, 30, and 58 have launched a U.S. Department of Labor-funded pre-apprenticeship in industrial painting. With two six-week cohorts complete, and the next scheduled, they are not only developing innovative career-readiness training-program graduates are being placed and beginning careers in an industry sector vital to the infrastructure needs of the region. We are both helping drive demand for infrastructure jobs and addressing the supply of tradespersons for this important work.

Thanks to the hard work of District Council 58's team, Tennessee now has stand-alone apprentice standards tailored explicitly for the state. Additionally, DC 58's FTI Midwest signed a Memorandum of Understanding with the Henderson County School District to co-teach a six-week pre-apprenticeship program. This innovative joint venture utilizes classroom space to perform hands-on activities in a visible public space. With the mayor's support in covering some material costs, this initiative saves on training funds and strengthens our ties with

the community. We are optimistic about replicating this success in Nashville and other counties by continuing to seek Metro-owned property in Nashville for an apprenticeship facility.

District Council 1M established a new STAR program statewide, created a new apprenticeship readiness program, and purchased a new FTI building—with the help of LMCI funds—to expand its training reach.

District Council 3 has a new Director of Training and Instructor and is excited to enhance its apprenticeship and training offerings for an enduring future of workforce development.

District Council 6 has made the transition to a Ranked Pool of Eligibles program.

District Council 7 is expanding its training capacity in the Wisconsin cities of Madison and Green Bay and has developed COMET training for apprentices.

District Council 14 has forged successful partnerships with the Chicago Women In Trades organization.

District Council 82 is the first in the nation to assign a full-time person to work with apprentices on mentorship, family issues, and mental health issues. They've built a new training center in Montana using an innovative public-private partnership arrangement.

These achievements reflect the hard work, unity, and determination of our existing and newer members and leaders.

SOUTHERN INITIATIVES

Initiatives in the Southern portion of the region include what we call the Southern Initiative (formerly called "Strategic Cities")—a campaign in Nashville that has been a cornerstone of our region's strategic

efforts over the past five years. District Council 91 and District Council 58 have implemented a renewed and aggressive approach to organizing new contractors, recruiting new members, and expanding market share within the Nashville region. This transition has allowed DC 58 to implement targeted strategies that have significantly strengthened our presence and influence in Nashville, showcasing our commitment to growing worker advocacy in this vibrant city.

Our efforts in Nashville also include successfully passing Build it Right, a bill establishing a new Metro board to monitor construction contract compliance on direct Nashville Metro-procured projects. This legislative victory ensures higher standards and accountability in local construction projects. Additionally, we have identified and addressed over 44 IUPAT traveling contractors within our newly expanded jurisdiction, capturing a previously unrecognized market share. Moreover, four broker-operated companies are now signatories experiencing our unionized industry's value, culture, and benefits. These accomplishments reflect our commitment to expanding our influence and improving the lives of our members in Nashville and beyond.

THE NEXT FIVE YEARS

These are just some highlights from a busy and motivated group of District Councils whose leaders

would be happy to share more details of their work at the Convention. As we look toward the next five years, my vision for the Central Region is grounded in the core values of our Convention: **One Union. One Family. One Fight**. I am committed to fostering a labor movement that not only defends the rights of our current members but also extends a welcoming hand to new workers from diverse backgrounds. Building an inclusive labor movement is essential to our strength and resilience, and it is our duty to ensure that every worker, regardless of their background, feels valued and represented within our union. By embracing diversity and promoting equity, we can create a more robust and united workforce capable of facing any challenge.

I aim to see the Central Region District Councils grow and expand their membership to unprecedented levels. We will continue implementing innovative organizing strategies, developing comprehensive training programs, and forging strong alliances with community partners and political leaders. By doing so, we can increase our market share and influence, ensuring that our members have access to fair wages, safe working conditions, and opportunities for advancement. Together, we will build on our successes and create a brighter future for all workers, proving once again that when we stand united, there is nothing we cannot achieve.





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“The Eastern Region has demonstrated remarkable success through strategic campaigns and initiatives across our District Councils.”



PAUL CANNING
General Vice President
Eastern Region

EASTERN REGION

Over the past five years, the IUPAT’s Eastern Region has undergone significant transformations, marking a period of dynamic growth and notable achievements. Encompassing ten District Councils that span from Maine to Florida, we have witnessed substantial advancements and some setbacks in labor rights and professional standards for our crafts. The Eastern Region has worked to expand our market share, membership, and influence through strategic initiatives and collaborative efforts with our sisters and brothers in other District Councils and regions.

EASTERN REGION DISTRICT COUNCILS

District Council 4

Western New York

District Council 9

New York, Puerto Rico

District Council 11

Connecticut, Massachusetts, Rhode Island

District Council 21

Eastern Pennsylvania, Delaware, New Jersey

District Council 35

Massachusetts, Connecticut, Maine, New Hampshire, Rhode Island, Vermont

District Council 51

Maryland, District of Columbia, Virginia

District Council 53

West Virginia, Maryland, Ohio, Kentucky, Virginia

District Council 57

Western Pennsylvania

District Council 77

Georgia, Alabama, Arkansas, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia

District Council 78

Florida, Georgia

Our proactive approach to addressing the evolving needs of our members and the broader community has been crucial to our region's success. By fostering a culture of inclusivity and solidarity, the Eastern Region has strengthened our collective bargaining power, ensuring better wages, improved working conditions, and enhanced job security for our members. This commitment to advocacy has yielded significant victories in negotiations with employers and legislative bodies alike, securing crucial benefits and protections for unionized workers across diverse sectors of the construction industry.

Moreover, the achievements of our region extend beyond the confines of our collective bargaining agreements. Our robust training programs and skill development initiatives have empowered our members with the tools and knowledge necessary to excel in an increasingly competitive industry landscape. By investing in the professional growth of our members via expanded access to certifications and more advanced methods of training in our crafts, we have enhanced individual career prospects and elevated industry standards, setting a benchmark for excellence in our trades. As the Eastern Region continues to evolve and adapt to the challenges of the future, our unwavering commitment to unity, advocacy, and the rights of all working people remains a cornerstone of our ongoing success.

SUCCESSFUL CAMPAIGNS

The Eastern Region has demonstrated remarkable success through strategic campaigns and initiatives across our District Councils. In West Virginia, District Council 53's efforts to organize hydro blasters have been particularly impactful. By mobilizing resources and leveraging collective bargaining power, the council has successfully advocated for fair wages, improved safety standards, and enhanced job security for hydro blasting workers. This campaign not only bolstered the union's membership; it established a precedent for securing better working conditions within the industry.

Meanwhile, District Council 78 in Florida has expanded union representation among new construction companies by organizing several new signatory contractors. Through targeted research and effective organizing campaigns, the council has welcomed numerous construction firms into the union fold. This achievement has strengthened the bargaining position of workers in the construction sector and elevated industry standards. After a period of decline across the state of Florida for unionized construction

contractors, this has been a particularly impactful campaign and period of growth for our membership. IUPAT workers at Disney have expanded, and the company ramped up production and brought new workers to their facilities.

This comes at the heels of District Council 78's public sector workers, who have been at the forefront of combating the anti-union legislation SB 256. This legislation posed a significant threat to worker rights by seeking to undermine collective bargaining and weaken protections for public sector employees. District Councils throughout the United States and Canada supported District Council 78 by sending their members and staff to help organize, mobilize, and fight back against SB 256 and the anti-worker politicians within the state. To date, most of our public sector bargaining units have reached the thresholds under SB 256 to preserve their bargaining rights.

In Boston, District Council 35 has pioneered an innovative approach to workforce development by forging an articulation agreement with local high schools. This initiative has enabled the District Council to introduce pre-apprenticeship programs in our crafts, providing students with invaluable hands-on experience and foundational skills. By nurturing talent from an early age and offering clear pathways to rewarding careers in the trades, District Council 35 has addressed the industry's growing need for skilled workers and empowered the next generation of craftsmen and women.





This legislative success not only safeguards workers but also elevates the standards of our industry across the state.

District Council 21 has also made significant strides utilizing responsible bidder language, which among other things, mandates that workers on job sites have completed an apprenticeship program, are currently enrolled in a program, or are a qualified journey worker under state guidelines.

District Council 21 has helped pass versions of this legislation in Bucks County and Delaware County, as well as in various school districts. Similar legislation has passed the Pennsylvania House and is making its way through the Senate.

Responsible Bidder legislation enhances safety and raises construction standards by ensuring that only the most skilled and well-trained professionals are employed on public projects.

In the political sphere, District Council 57 demonstrated the profound impact of strategic endorsements by backing Ed Gainey early in the Pittsburgh mayoral race. Gainey, a dark horse candidate at the outset, went on to win the election, thanks in part to the early and robust support from District Council 57. This victory underscores the importance of political engagement and the influential role that unions like ours can play in shaping local leadership. By supporting candidates who prioritize labor rights and the well-being of working families, we can effect positive change in our communities and ensure that our values are represented in government.

This forward-thinking approach underscores our union's dedication to education, community engagement, and the long-term sustainability of its crafts within the Eastern Region.

SOUTHERN INITIATIVE

Two of our most important region-wide campaigns have been our Southern Initiative (formerly called "Strategic Cities") campaigns in Washington, DC (District Council 51) and Atlanta, Georgia (District Council 77). We are attempting to expand our market share and organize new contractors in both cities, historically low-density areas with poor working conditions in our crafts. These campaigns are designed to build a foundation for two critical District Councils to expand their membership for years to come.

In Washington, DC, led by District Council 51, the campaign focuses on strengthening the union's presence in the Baltimore-Washington metropolitan

District Council 35 has also worked with community partners to build a "salting" program. Salting is when a union strategically places organizers with non-union contractors in an attempt to organize from the inside. DC 35 has combined these efforts with its Government Affairs Department, which is aggressively fighting worker misclassification and wage theft by pursuing immigration relief for affected workers via deferred action.

District Council 4 led a noteworthy campaign at Cornell University, successfully advocating for the inclusion of union glazing work on campus. Prior to DC 4's campaign, Cornell was awarding glazing work to non-union contractors who lacked North American Contractor Certification (NACC) and Architectural Glass & Metal Technician (AGMT) certifications. This achievement ensures that glazing work on campus will be performed by skilled union members, providing fair wages and safe working conditions. The campaign at Cornell highlights the critical role of union solidarity and effective organizing in securing labor rights.

In Rhode Island, District Council 11 achieved a landmark legislative victory with the passage of Rhode Island House Bill 5074, which enacts the AGMT/NACC standards for glazing and metal work. This legislation sets rigorous benchmarks for quality and safety, ensuring that projects are completed by qualified professionals adhering to the highest industry standards. The successful passage of this bill is a testament to the District Council's persistent advocacy and dedication to advancing the interests of our trades.

area by forging partnerships with local contractors and advocating for fair labor practices. This initiative aims to enhance job opportunities for union members and promotes standards that uphold quality craftsmanship and workplace safety across the city's construction and painting sectors. Of particular focus has been addressing the need to organize immigrant workers and fight wage theft and worker misclassification. Through these efforts, DC 51 has spearheaded wage theft campaigns that have won workers hundreds of thousands of dollars in payback money and led to the Deferred Action process for many of these workers.

District Council 51 achieved a significant victory by implementing project labor agreements (PLAs) in Prince George's County public school construction projects. By successfully lobbying the Prince George's County Council to pass legislation implementing PLAs in new school construction, DC 51 has set a precedent for collaborative partnerships that prioritize the well-being of workers and the quality of public projects in Prince George's County. This will ultimately lead to cheaper construction costs, safer schools, and a better quality of life for workers within Prince George's County.

At the end of 2023, DC 51 partnered with Employ Prince George's and Prince George's County Workforce Development Board in the opening of the new Building Trades Career Center in DC 51's training center in Lanham, Maryland. The center will offer career coaching and job readiness training and be home to training programs and apprenticeships for all unions within the building trades. It is the first affiliated American job center to open inside a building trades union in the United States. It is meant to aid DC 51 in increasing membership and providing members with all the necessary training to succeed in the trades.



District Council 51 has also set the standard for running National Labor Relations Board (NLRB) election campaigns for bottom-up worker organizing efforts. In 2021, DC 51 recovered stolen wages and won immigration relief for former Tito Contractors workers. The campaign lasted nearly a decade and resulted in the NLRB ordering Tito to pay back \$250,000 to nine workers. DC 51's work did not stop there; the underground economy is rampant, and wage theft can be seen throughout the United States. In the past five years, DC 51 has run four NLRB campaigns that favor the rights of the working class. The most recent campaign was against Fredericksburg Glass. Through this campaign, organizers discovered that Fredericksburg Glass glaziers were victims of wage theft. DC 51 filed a petition through the NLRB and received thousands of dollars in backpay for the workers.

Similarly, District Council 77's campaign in Atlanta, Georgia, emphasizes outreach to diverse communities to bolster membership and organize new contractors. In the past five years, they have gained 75 new glaziers. Through their continuous internal and external organizing efforts in Mississippi, they aim to gain 500 new members and implement steward training. District Council 77 takes pride in its approach to organizing periodical family days as part of its member engagement initiative, which is recognized as one of the best methods for creatively engaging our membership.



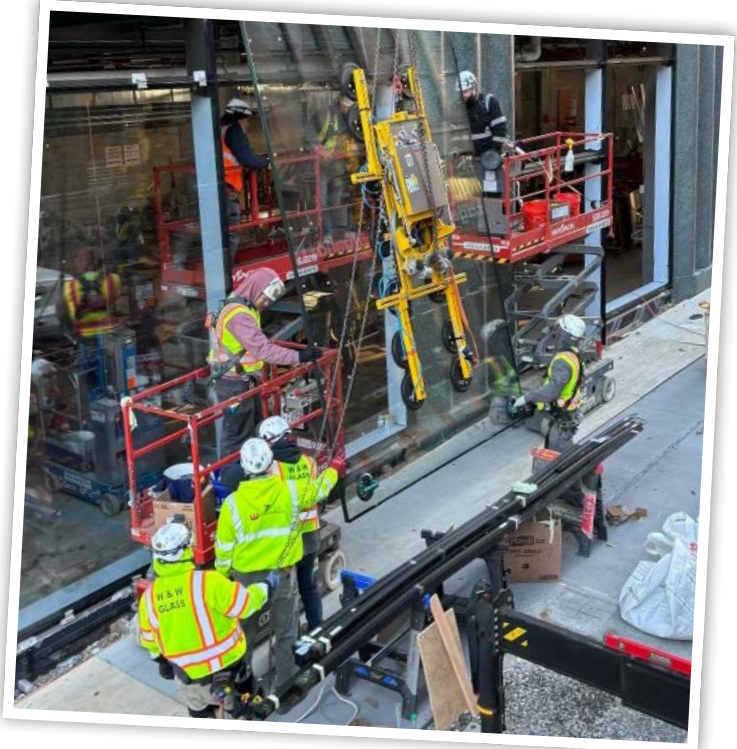
District Council 77 has successfully run organizing campaigns throughout the South like the Specialty Finishes campaign, which secured owed wages for workers. This effort reflects on DC 77's commitment to combating the underground economy, ending wage theft, and advocating for immigration relief for all undocumented workers. At the same time, DC 77 is actively running the Labcorp campaign which is currently at the board with a possible injunction pending.

In New York City, District Council 9 has seen ongoing success in reshaping the striping market and leveraging its VACs to influence the water industry. They have also been actively involved in Puerto Rico, recently launching a pre-apprenticeship training program in San Juan that provides safety and hands-on skills training for prep-work, painting, industrial coatings, and more. Their continued efforts in recruitment have been successful, and just last year alone, DC 9 welcomed 920 members, organized 55 new employers, and unionized 342 job sites. This reflects DC 9's commitment to expanding membership opportunities, organizing new sectors, and providing essential training opportunities across jurisdictions.

THE NEXT FIVE YEARS

As the General Vice President of the Eastern Region, my vision for the next five years centers on advancing a pro-worker and pro-labor agenda that aligns seamlessly with the theme of our upcoming 33rd General Convention: **One Union. One Family. One Fight.** I envision a future where solidarity among our members across the Eastern Region is not just a principle but a guiding force in everything we do. This means strengthening our union's unity and collective voice to tackle challenges and seize opportunities together as one family. By fostering a culture of inclusivity and mutual support, we will empower our diverse membership—from Maine to Florida—to thrive in an industry that respects our skills, values our contributions, and protects our rights.

At the heart of my vision is a commitment to expanding our union's reach and influence. We will continue to



build strategic alliances with community organizations, advocate for fair labor policies, and organize new members across all sectors of the construction industry. By emphasizing solidarity and collective action, we can achieve greater market share, secure better contracts for our members, and set new standards for excellence and fairness in the Eastern Region. United under the **One Union. One Family. One Fight.** banner, we will navigate the challenges ahead and emerge stronger, more resilient, and more united than ever.





ONE UNION • ONE FAMILY • ONE FIGHT

“Spanning from Texas to Alaska to Hawaii, our region encompasses six District Councils that have been instrumental in driving positive change and securing significant victories for our union.”



MIKE GUTIERREZ
General Vice President
Western Region

WESTERN REGION

As the General Vice President of the IUPAT’s Western Region, I am incredibly proud of the progress and achievements we have made over the last five years. Spanning from Texas to Alaska to Hawaii, our region encompasses six District Councils that have been instrumental in driving positive change and securing significant victories for our union.

One of our key accomplishments has been the strategic restructuring of the former District Council 15. By realigning our resources and consolidating our efforts, we have enhanced our capacity to grow market share and amplify our impact across the entire Western Region. The jurisdiction of District Council 15 was split primarily among District Council 16 (Las Vegas), District Council 36 (Arizona), and District Council 81 (Denver). This restructuring has allowed us to reduce overhead, improve communication channels, and focus our collective energy on expanding opportunities for our members in the diverse trades we represent.

During this transformative period, we have also prioritized fostering unity and solidarity among our membership. Through targeted organizing campaigns and proactive outreach efforts, we have welcomed new members

WESTERN REGION DISTRICT COUNCILS

District Council 5

Washington, Alaska, Idaho, Oregon, Utah

District Council 10

Texas, Louisiana, Mississippi, Oklahoma

District Council 16

Northern California, Nevada

District Council 36

Southern California, Arizona, New Mexico

District Council 50

Hawaii

District Council 81

Iowa, Colorado, Illinois, Nebraska, South Dakota, Wyoming

into our union family and strengthened our presence in local communities. By advocating for fair wages, safe working conditions, and equitable opportunities, we have positioned ourselves as a formidable advocate for workers' rights across our region. Our commitment to building strong, sustainable partnerships with employers and community stakeholders has further solidified our role as a leader in the labor movement, ensuring that the voices and concerns of our members are heard and respected.

SUCCESSFUL CAMPAIGNS AND COMMUNITY OUTREACH

I am proud to highlight some of our most successful campaigns that have strengthened our presence and impact across the region. One of our significant achievements is the collaboration between District Councils 16 and 36, which played a pivotal role in the passage of California SB 54. This landmark legislation has enabled us to significantly grow our market share in the industrial coatings industry. By organizing new workers and contractors, we have created a stronger, more unified workforce, ensuring that industrial painters in California have access to fair wages, safe working conditions, and the support of a powerful union.

The passage of SB 54 led to a massive expansion of unionized contracting within the California industrial coatings industry. Campaigns like this, which combine organizing, government affairs, and servicing, are a great example of what our union can accomplish when we all work together and focus our collective efforts.

In Arizona, District Council 36 has made history by securing the first Project Labor Agreement (PLA) in the state. This achievement results from relentless efforts by our Organizing and Government Affairs Departments, who worked tirelessly to advocate for the benefits of PLAs. The implementation of this agreement marks a new era for construction workers in Arizona, bringing greater labor peace, more efficient construction processes, and significantly improved working conditions and wages. This milestone sets a precedent for future projects and demonstrates the value of collaboration between organizing and political affairs to achieve our common goals.



Our Floor Covering Initiative has also been a major success in the Western Region. Through District Council collaboration, we have seen impressive growth among our floor covering installers. In addition to signing several new floor covering contractors, District Council 5 helped bring the Underground Task Force back to Washington, which will greatly assist the organizing team in its efforts to stop the underground economy from using tactics like misclassification to steal members' work and wages. The Floor Covering Initiative has enabled us to pass crucial legislation, organize new contractors, and expand our market share within the industry. Notably, the workaround California AB 863 has been instrumental in promoting sustainable practices, as this legislation mandates the recycling of floor covering materials within the state. This benefits our environment, creates more jobs, and strengthens our industry's future.

In Texas, our partnership with JT Thorpe, an industrial coatings contractor, has significantly benefited District Council 10. JT Thorpe's decision to sign with our District Council has led to the addition of many new members and a substantial expansion of our work in





the fireproofing sector. Primarily operating in the Gulf Coast region, JT Thorpe has helped us enhance our presence and capabilities in this crucial industry. Their commitment to quality and safety aligns with our union's values, and together, we are building a more resilient workforce capable of meeting the demands of today's industrial coating and fireproofing projects.

In Hawaii, District Council 50 has partnered with several community organizations to educate individuals about a career in the trades. They include:

- Adult Friends for Youth Hawaii: Provides healthy alternatives to gang membership, violence, and school failure.
- Residential Youth Services: Refers street youth to support services that will help them address their unique needs.
- YWCA O'ahu-Fernhurst Residence: Supports women and girls, including those who were previously incarcerated, through housing, economic self-sufficiency, professional development, and health and wellness.
- Women's Community Correctional Center: The only women's prison in Hawaii. DC 50 is working to create a pre-apprenticeship program for women while they are incarcerated.

SOUTHERN INITIATIVE

Our Southern Initiative campaigns have been pivotal in expanding the presence of the IUPAT within key cities in the Western Region, including Houston, Texas; Denver, Colorado; Phoenix, Arizona; and Las Vegas, Nevada. By bringing in organizers from across the United States and Canada, we have been able to leverage a wealth of experience and knowledge to bolster our efforts in these

cities. The International, in collaboration with District Councils 10, 16, 36, and 81, has dedicated substantial resources to grow our union in these areas. Our strategy combines traditional worker organizing with top-down efforts and solid community partnerships, ensuring a comprehensive approach to union growth and worker advocacy.

A significant aspect of our Southern Initiative is our focus on organizing immigrant workers, who often face unique challenges and exploitation. In Las Vegas, our campaign with Unforgettable Coatings stands out as a notable victory. We successfully secured deferred action and back pay for dozens of workers who were victims of wage theft and retaliation by their employer. This victory not only rectified injustices faced by these workers but also sent a powerful message to other employers that such exploitative practices will not be tolerated. By standing up for immigrant workers, we are reinforcing our commitment to fair treatment and equity for all members of our workforce.



In each of these cities, we are building stronger connections with local communities and enhancing our ability to advocate for workers' rights on multiple fronts. In Houston, Denver, and Phoenix, our organizers have worked diligently to establish a robust union presence, utilizing a blend of grassroots and strategic organizing methods. These efforts have led to significant gains in membership and have strengthened our influence in key industries. By engaging with local communities and focusing on comprehensive organizing strategies, we are not only growing our union; we are fostering a supportive environment for all workers, ensuring their voices are heard and their rights are protected.

THE NEXT FIVE YEARS

As the first Latino General Vice President of the IUPAT, I am deeply honored and committed to leading our union into a future marked by growth, inclusivity, and unwavering advocacy for workers' rights. My experiences as an organizer in Los Angeles have shaped my understanding of the unique challenges our members face and fueled my passion for making a tangible difference. Over the next five years, my vision is to harness the collective strength of our diverse membership to ensure the Western Region becomes the dominant force within the industries we represent. We will build on our successes, expand our reach, and create a more equitable and just environment for all workers.

Our focus must remain on combining grassroots organizing with strategic partnerships, engaging both top-down and bottom-up approaches to achieve our goals. We will continue to advocate for strong labor policies, secure fair contracts, and ensure safe working conditions across all sectors.



Central to my vision is the empowerment of our diverse workforce, particularly immigrant and marginalized workers, who are often at the forefront of exploitation. We can build a greater, more united union by prioritizing their needs and championing their rights. Our initiatives will focus on robust training programs, leadership development, and community engagement, ensuring our members are well-equipped to take on leadership roles and advocate for themselves and their colleagues. Together, we will make the IUPAT Western Region a leader in our industries and a beacon of strong organizing, social justice, and a prosperous membership.



“We provide training to help develop organizing skills, and we develop organizing initiatives that capitalize on industry opportunities.”



SHANE SMITH
General Vice President
for Organizing

ONE UNION • ONE FAMILY • ONE FIGHT

ORGANIZING

The IUPAT Organizing Department’s role is to assist, advise, and support District Council organizing efforts. Our 10 staff members are on the road weekly, advising and mentoring District Councils throughout the United States and Canada. We provide training to help develop organizing skills, and we develop organizing initiatives that capitalize on industry opportunities.

We combat threats like misclassification, non-payment of Davis-Bacon rates, and the Fair Standard Labor Act through our compliance work, which holds contractors accountable for not playing by the rules. Our main focus, however, is to build market share by adding new employers to the IUPAT through our organizing efforts, whether through marketing, compliance, National Labor Relations Board (NLRB) elections, or working with our Government Affairs department to pass laws that raise standards. If successful, all of this gives us more power at the bargaining table and allows us to get our members what they need.

FINANCIAL ASSISTANCE

The most important thing we do is provide organizing assistance to help our affiliates hire local organizers. From 2021 to 2024, we provided \$26,385,870.00, paying for an average of 50 organizers each year.

MEMBERSHIP GAINS

The IUPAT initiated 83,265 new members from March 2019 to March 2023 and 20,445 new members from March 2023 to March 2024. The 2019 General Officers’ Report referenced the need to improve retention, and we’re now seeing progress in that area thanks to the efforts of General Vice President for Service Mark Komaromi, a role created by General President Jimmy Williams Jr. in September 2023.

CAMPAIGNS

FLOOR COVERING INITIATIVE

In 2022, the IUPAT launched the Floor Covering Initiative based on a recommendation from the IUPAT Floor Covering Craft Committee. The committee recommended that the International support organizing efforts in three cities through Section 46 of the constitution. This section allows the IUPAT to assign District Council staff to support organizing efforts. Based on this recommendation, we decided that each of the three locations we focused on would get three blitzes: Las Vegas, Nevada (DC 5); San Diego, California (DC 36); and Seattle, Washington (DC 5). The District Councils provided over 60 experienced organizers to support the efforts.

The goal of this campaign was not just to grow market share but also to pass legislation to address issues in the industry that would raise standards and level the playing field for our signatory contractors. As of July 1, 2024, District Council 36 has signed eight new contractors, and District Council 5 has doubled the size of its floor covering Local Union. District Councils 16 and 36 are now on the verge of passing legislation that would take the proceeds from recycled carpet, giving an estimated \$4 million in funding to our District Council Finishing Trades Institutes (FTIs). At District Council 5, they are working to pass legislation that will address the underground economy and help limit worker misclassification as independent contractors.

GLAZING INITIATIVE

The Glazing Initiative was created to help raise industry standards and build market share in the commercial

glazing industry by unitizing the North American Contractor Certification (NACC) and Architectural Glass & Metal Technician (AGMT) Certification. The idea is that having these certifications will give our signatories and members a leg up in capturing work and give the IUPAT a tool to hold irresponsible contractors accountable. This is similar to what we did with the Coating Application Specialist (CAS) and QP1 & 2 certifications in the industrial coatings industry, which helped us increase our market share.

Since 2022, NACC and AGMT certifications have helped the IUPAT secure 12 projects that would have been awarded to non-union contractors. This year, we are tracking 30 projects for which NACC and AGMT certifications may assist us in putting IUPAT glaziers to work. As of July 1, 2024, 70 contractors throughout the United States and Canada are NACC certified, and over 1600 members are AGMT certified. We are working with the Government Affairs Department to attach these certifications to publicly funded work around the US and Canada.

STRATEGIC CITIES

In 2017, we launched our Strategic Cities campaign, focusing on the cities of Atlanta, Georgia (DC 77); Denver, Colorado (DC 81); Houston, Texas (DC 10); and Nashville, Tennessee (DC 58). In 2023, DC 51 and the combined areas of the District of Columbia, Maryland & Virginia (DMV) were added to the list. The Strategic Cities-home to some of the toughest markets and founding places of much of the anti-union movement we see today-were chosen with the goal of increasing market share in commercial interiors and glazing while raising industry standards in the South and Southwest.



We have a long way to go, but already see gains in these cities. In Atlanta, DC 77 is fighting against worker misclassification and has a chance to win a major election with LabCorp, one of the largest companies the IUPAT has taken on. In Nashville, DC 58 is seeing membership gains and building solid relationships with the city council and local school board, which will result in opportunities for our members. Last year, in Denver, DC 81 helped pass legislation that holds general contractors liable for wage theft violations committed by their subcontractors. In the DMV, DC 51 added 120 new members and collected over \$500,000 in back wages from irresponsible employers. These cities and District Councils are on the front line in the fight against worker misclassification.



grassroots campaign starting with no market share and no members. Since launching the campaign in 2022, they have certified over 40 contractors and have established an 85 percent market share in low-rise and high-rise residential painting, which will add nearly 300 new members. As a result of organizing efforts like this, the IUPAT has stepped up its investment in Canada by increasing organizing assistance to over \$1 million a year.

We have also started a Canadian Leadership Series similar to what we have in the United States, where we bring in new Representatives and Organizers and give them the skills they need to be successful.

MARKETING

In addition to our Coatings, Glazing, and Workforce Development Forums, the IUPAT has the Finishing Solution Network. This year, we have revamped the Finishing Solution Network to focus more on assisting the IUPAT and its contractors in capturing work funded by the IRA and CHIPS Act. This will give our contractors an edge in bidding on EV battery plants, chip plants, and other infrastructure work.

COMMUNITY OUTREACH

Since 2018, the IUPAT has partnered with the New World Foundation. This partnership aims to build strong community coalitions that complement our organizing activities and help us pass laws on the local level that allow us to grow. To do this, we work closely with Jobs with Justice, Workers Defense Project, Georgia Latino Alliance for Human Rights (GLAHR), Texas Climate Jobs, Georgia STAND-UP, and Stand Up Nashville. This work was a major part of the legislation we passed in Denver last year and is now moving through the state house.



INDUSTRIAL COATINGS

In the tank, wastewater, oil/gas, and bridge industries, we are starting to see new opportunities thanks to the Bipartisan Infrastructure Law (BIL), the Inflation Reduction Act (IRA), and the Creating Helpful Incentives to Produce Semiconductors (CHIPS) Act. We have formed an Industrial Coating team comprised of staff from the Organizing, Service, and Training Departments that will work to raise industry standards, market the IUPAT to non-union employers, and identify national/regional campaigns. A recent collaboration between the Industrial Coating team and DC 14 (Illinois, Indiana), DC 30 (Illinois, Wisconsin), and DC 53 (West Virginia, Maryland, Ohio, Kentucky, Virginia) resulted in the signing of our first elevated tank contractor in years.

CANADA ORGANIZING

In the residential single-family/multi-family housing market in Ottawa. District Council 46 has built a



We have also created a fellowship program that partners with historically Black colleges throughout the South to allow students to learn about the labor movement and possibly become organizers.

THE FUTURE

The IUPAT can't wait for the work to come to us. That is why the General Executive Board has greatly emphasized having a strong and effective organizing program that takes advantage of opportunities like the BIL and other laws that allow us to evolve.

Looking toward the future, the Organizing Department will continue to do the work that grows our union and our presence throughout the United States and Canada by sharing best practices, supporting our District Councils as they organize in the commercial and industrial sectors, and gaining market share in the single-family and multi-family housing residential painting markets. We will continue to take a stand against companies that threaten our current market share, bringing with them a business model of misclassification and exploitation of immigrant workers. The Organizing Department will continue to uphold and improve industry standards to better the lives of our members.





ONE UNION • ONE FAMILY • ONE FIGHT

“The LMCI continues to work to come to a true industry partnership between our contractors and our union.”



TIM STRICKER
LMCI Director

LMCI

The Labor Management Cooperation Initiative (LMCI) of today drastically differs from the one presented to you at the 32nd IUPAT General Convention in 2019. Under the direction of our co-chairs, IUPAT General President Jimmy Williams Jr. and management co-chair Paul Tsourous, today’s LMCI is a streamlined department. It has been restructured to provide the resources, support, and assistance for our union’s many initiatives, with the primary goal of increasing market share and membership.

Today, the LMCI oversees and is involved in several programs, most notably the Maternity Program and IUPAT Helping Hand, which I will discuss later in this report.

LMCI GRANTS

Let’s start with the grant program. This is a direct source of financial assistance for our District Councils and our industry partners to help build and attain a myriad of resources. This includes brick-and-mortar projects, the purchase of training equipment, funding of marketing programs, and additional staff. Over the past two years, the LMCI has provided \$5.8 million in direct assistance. Over the past five years, that number is nearly \$8 million. These grants, distributed per the guidelines set by the LMCI board of trustees, provide mutual benefits for both labor and management—the true mission of the LMCI.



\$7,954,073

The Painters and Allied Trades LMCI has awarded nearly \$8 million in grants to IUPAT District Councils and industry partners from 2019-2023*.

**2024 grants were not officially recorded as of this writing.*

MATERNITY PROGRAM

The IUPAT is one of only two unions in the national building trades that has a maternity program to assist our new mother members. New mother members in good standing receive a stipend for a minimum of six weeks, which allows them early bonding time with their newborn and solace in knowing there is a source of income during that period. To date, the program has provided assistance to 20 new mothers in seven different District Councils.



IUPAT HELPING HAND

One of our newest programs, IUPAT Helping Hand, now has a full-time director, one that I am personally extremely grateful to General President Williams and the LMCI Board of Trustees for implementing. IUPAT Helping Hand

Director Chris Scheiblein was appointed in 2022.

As many of you know, IUPAT Helping Hand was launched in 2019 by the LMCI, the IUPAT, and the IUPAT trustees under the leadership of Bob Swanson, one of our longtime contractors. The IUPAT is the ONLY Building Trades union to have a full-time director of a program that seeks to provide a place for our members, contractors, and their families to seek help with substance use disorder, alcoholism, and mental health challenges.

Director Scheiblein continues to build our ranks of IUPAT Helping Hand Champions in District Councils throughout the United States and Canada. The Champions serve as a first line of help for members and their families in crisis.

He also works with our affiliates' health and welfare funds to set in place real-time help centers, not a recorded voicemail telling a member to call a national 800 number.

I can't think of a better choice General President Williams made in asking Chris to come aboard to get this program to the next step. As I mentioned earlier, this program started as a grassroots initiative with staff and a contractor who were personally affected by having lost a loved one to substance use disorder or death by suicide. I would be remiss in not acknowledging the work former LMCI Liaison Mike Heinz and Bob Swanson have done in getting the program to the point that it deserved the attention of a full-time director and the necessary resources to have an opportunity to save the life of a member or a family member.

EDUCATIONAL AND TRAINING RESOURCES FOR IUPAT CONTRACTORS

PROJECT MANAGEMENT

Designed for employers and IUPAT members to provide the skills needed to compete in the increasingly competitive construction marketplace. It teaches core project management competencies, helps develop valuable personal and relationship skills, and is constantly updated to reflect the latest knowledge and trends.

ESTIMATING ESSENTIALS

A two-day class for the "apprentice" estimator, who may be a recent hire or an up-and-coming journey worker or foreman, that explains each of the necessary steps that lead to winning bids. It includes classroom and hands-on estimating practice, from document review through quantity takeoff and the calculation of all direct and indirect costs, concluding with the total price bid.



SOFT SKILLS

There are all kinds of people both inside and outside of our organization. When we deal with our customers, we need to build a good and lasting relationship keeping in mind that we are in the business of serving them. This seminar teaches students to understand what soft skills are, learn more about themselves personally, and conclude with the next steps to achieve success in work and careers.

EDUCATION

The LMCI also continues to promote and help facilitate a number of courses available to our affiliates and contractor partners. Multi-day courses in Project Management, Supervisor Training, Soft Skills, Estimating Essentials, and Mutual Gains Bargaining are provided at the respective council or employer facility. These courses are free to the end user, and we use both members and consultants as instructors.

CERTIFICATIONS

Certifications give the IUPAT workforce an edge over our non-union counterparts, and our employers also benefit from a certified workforce when bidding on projects.

Through fiscal and organizational support, the LMCI continues to play a major role in gaining craft certifications, particularly in glazing and industrial painting. Certifications are for IUPAT members and IUPAT glazing contractors under the North American Contractor Certification (NACC).

NACC is a third-party certification for contractors that recognizes proficiency in five components; business practices, safety, glazing processes, contract administration, and quality. Our supporting the development of this certification was created with the intent to give our contractors a competitive edge in bidding as architects and planners begin to put an NACC requirement in their specs for new projects.

Over 50 glazing contractors earned their NACC via an LMCI sponsorship, with more to come.



On the workforce side, over 1,600 IUPAT glaziers, also through LMCI/iFTI sponsorship, have earned their Architectural Glass and Metal Technician (AGMT) certification. This certification opens new work opportunities for IUPAT glaziers.

Overall, the LMCI has provided over \$1 million in marketing funds for both the AGMT & NACC certification, working with the Architectural Glass and Metal Certification Council (AGMCC), the body that oversees both certifications.

Along with glazing, LMCI also continues to support CAS certification, along with contractor QP 1 & 2 certifications in the industrial paint industry.

ONLINE SERVICES

The LMCI also provides the means for our contractors and District Councils to collect data on projects, including those currently in the field and those coming up for bid.

Paint BidTracker is an online service that reports on bid notices, engineering and design jobs, and reward results. Our contractors



can track the status of projects in which they have interest, and better prepare winning bids.

Industrial Info Resources provides detailed information on industrial markets throughout North America. Armed with this data, our IUPAT representatives work with our employers to successfully bid on new projects, which provides new work opportunities for IUPAT members.

FINISHING SOLUTIONS NETWORK

This program, which targets work projects primarily in the hospitality industry, is also funded through the LMCI. Recently, the FSN team



has expanded its marketing efforts to include the pulp and paper industry, as well as oil refineries/owners.

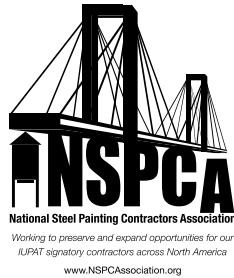
The FSN representatives market IUPAT contractors directly to owners, decision-makers, and construction managers in those industries. This adds a valuable layer of outreach for the success of our industry partners.



ASSOCIATIONS

LMCI currently provides funding through annual grants for two national associations: the National Architectural Metal & Glass Association (NAGMA) and the National Steel Painters Contractors Association (NSPCA). These associations represent IUPAT contractors from both industries across North America.

Deb Wyandt currently serves as the executive director of both organizations and in her short time as director, both associations have made monumental advances in contractor outreach and assistance. One example of how they are making a difference in the field is their support in the creation of new local associations, such as the one recently formed in District Council 4 that now serves local glazing contractors. This support will remain a priority of both associations, with the goal of both NSPCA and NAGMA to serve as the umbrella organization for these local groups.



CONFERENCES

Finishing Industries Forum

The annual Finishing Industries Forum (FIF) continues to be the marquee event of the LMCI. This past year's conference saw our largest attendance in its nearly twenty-year history, thanks to an increase in contractor participation.

We continue to develop the event in hopes of gaining increased support, and I believe this year's attendance is proof that those changes are working. I am extremely proud of the work the team has done these past three years in putting this event together.



Flooring Industry Summit

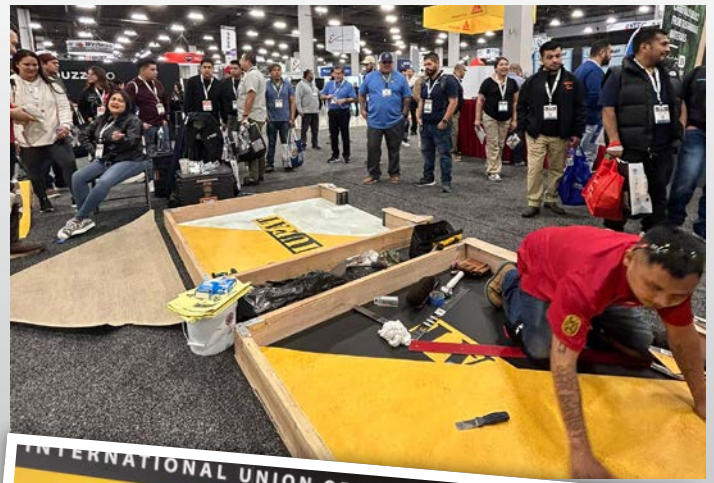
Over the past two years, the LMCI has facilitated the Flooring Industry Summit, a two-day conference held on the West Coast that brings flooring contractors and our affiliates who have flooring jurisdiction together to discuss a number of topics and issues facing the flooring industry.

We have also increased our support of the industry, mainly through the expanded outlay for larger exhibit space and presence at The International Surface Event, the largest annual trade show to serve the industry. The live, on-site IUPAT apprentice contest has been the hit of the show for the past two years.

Industry Trade Shows

Over the last five years, the LMCI has dramatically increased our presence at industry trade shows in our core crafts. Working with our craft committees, we send anywhere from 6 to 25 IUPAT members to work newly designed booths at these shows and distribute over 73,000 giveaways and 116,000 informational brochures to put the IUPAT front and center at these events where industry leaders and manufacturers come together.

Each year we attend nearly 30 trade shows and conferences to keep the IUPAT a part of the conversation when it comes to the latest developments in the crafts in which we work.



LMCI EXPANDING IUPAT LOCAL PRESENCE AS WELL

The LMCI not only works trade shows and job fairs on the national level, but we also ensure that our District Councils in the United States and Canada have the means and materials to showcase the IUPAT at local and regional events.

We provide booths for the events along with IUPAT-branded informational handouts and giveaways.

**OVER 73,000 GIVEAWAYS AND OVER 116,000 BROCHURES
HAVE BEEN SENT TO IUPAT DISTRICT COUNCILS
ACROSS NORTH AMERICA FROM 2019-2023**

**LOCAL ASSOCIATION AND CONTRACTOR OUTREACH**

Finally, when General President Williams approached me a little over three years ago about accepting the role of Director of LMCI, I asked what he was looking for me to accomplish. He put it very simply; further establish strong relationships with our contractor base and their associations, and fix the partnerships where they are broken.

As of today, I believe we have made major progress in that directive. Communication with our local associations

and contractor base has never been better from an LMCI perspective. At the last two Finishing Industries Forums, we hosted nearly 30 association directors and representatives at private events that were very successful in garnering positive, collaborative discussions on issues facing us collectively in our industries.

The LMCI continues to work to come to a true industry partnership between our contractors and our union. This partnership aims to create new project opportunities for our contractors and more work for the IUPAT membership.





"Being of service to the membership of the IUPAT encompasses just about every facet of our great union."



MARK KOMAROMI

General Vice President for Service

ONE UNION • ONE FAMILY • ONE FIGHT

SERVICE

The International Service Department was formally structured in early 2020, during the height of the COVID-19 pandemic. While 2020 was a time of uncertainty about what the future would hold for all of us globally, we were certain of this department's mission: to service the members of the IUPAT through intentional outreach and continued development of all service representatives.

Being of service to the membership of the IUPAT encompasses just about every facet of our great union. In addition to working closely with our directors of service, we monitor affiliate, National, and Specialty Agreements to maintain and find new work opportunities. We work closely with our affiliated funds and our organizing, training, and political teams to ensure we are working in tandem to meet the organizational goals of the IUPAT. We also work closely with our international craft committees to address obstacles and better understand local-level needs throughout North America.

AGREEMENTS AND WORK OPPORTUNITIES FOR OUR MEMBERS

Through collaboration with regional General Vice Presidents, Business Manager/Secretary-Treasurers, and other International departments, the Service team supports successful organizing and negotiation efforts to maintain our position in the Building Trades. It also solidifies, protects, and standardizes our workday, overtime, and workplace safety. Each new agreement yields more work opportunities for our members.

AGREEMENTS FOR MARKET SHARE GROWTH

As the competitive landscapes for the industries we represent continue to evolve, businesses often do not take into consideration whether the work is performed union or non-union. They simply want to get the job done, and it may seem as if they feel more comfortable using non-union contractors at

times. The leadership of the IUPAT understands this reality and works with businesses/owners to bring real value to their bottom line, and with our contractors and District Council and Local Union leadership to develop strategies to reenter markets where our presence has been nonexistent for some time.

Currently, there are 134 contractors signed to the IUPAT's National Agreements. The National Agreements act as a stabilizer of working conditions for our members and signatory contractors who travel through different areas of the country. The National Agreements serve to maintain and increase market share.

NATIONAL AGREEMENTS PROJECTS

Agreement Name	2019	2020	2021	2022	2023	2024	Grand Total
Commercial Paint, Drywall And Wallcovering Regional Market Recovery	78	70	105	87	9	32	381
Maintenace Repair Project Agreement - All Employers	5						5
National Agreement For Glaziers Architectural Metal And Glass Workers	85	110	153	94	171	80	693
National Agreement For Locks And Dams	5	4	3	2	6	2	22
National Agreement For Taping And Finishing Of Drywall Surfaces	27	1					28
National Bridge And Tunnel Agreement	104	124	112	132	113	72	657
National Military Paint Agreement		2					2
National Power Generating Facilities Agreement		1	1				2
National Quality Control/Quality Assurance/Safety Agreement		1	1	1			3
National Specialty Agreement	43	33	34	30	37	40	217
National Tank And Pipelines Agreement	114	105	107	96	82	55	559
Shipyards Industry Agreement - Thomas Industrial Coatings, Inc.		1					1
Southern California Market Recovery - Commercial Painting	3	5					8
Specialized Plant Services Agreement	9					1	10
Water Treatment Facilities And Natural Gas Pumping Stations	1	10	10	16	3		40
Grand Total	474	468	526	458	421	282	2628

NORTH AMERICA'S BUILDING TRADES UNIONS AGREEMENTS

The IUPAT is an affiliate of North America's Building Trades Unions (NABTU), which allows the IUPAT to participate in a wide range of NABTU Agreements. These agreements and our National Agreements provide our members with a stable flow of work opportunities and standardize hours of work, overtime rates, and shift premiums. At times, it may be necessary to develop and utilize modified wage and fringe benefit packages to boost market share for a particular segment of the construction industry.

The IUPAT participates in the following NABTU Agreements:

- The General Presidents' Project Maintenance Agreement (GPPMA)

- Building Trades Project Labor Agreements (PLA)
- The National Construction Agreements (NCA)
- The Heavy and Highway Coalition

THE GENERAL PRESIDENTS' PROJECT MAINTENANCE AGREEMENT

For more than 60 years, work involving continuous plant maintenance, repair and renovation in the building and construction trades lasting longer than one year has been carried out under the General Presidents' Project Maintenance Agreement.

Today, 14 Building Trades unions, including the International Union of Painters and Allied Trades, are signatory to the agreement.

The agreement is administered by the General Presidents' Committee on Contract Maintenance,

which reviews and acts upon employers' requests to perform work under the agreement's terms and conditions. The committee also hears and acts upon grievances and considers requests for shift changes, work hours, and other proposed amendments to the agreement.

GENERAL PRESIDENTS' AGREEMENT- WORK HOUR REPORT 2019 - 2023	YEAR	IUPAT TOTALS
	2019	357,871
	2020	315,353
	2021	365,792
	2022	442,718
	2023	640,712
	TOTAL	2,122,446

THE NATIONAL MAINTENANCE AGREEMENT

The National Maintenance Agreement (NMA) was established by construction industry contractors and Building Trades unions to help American industries maintain, modernize, and renovate their industrial facilities. The National Maintenance Agreement Policy Committee (NMAPC) works with clients/owners to build a partnership of "safety, productivity, quality and strength." Today, the National Maintenance Agreement consists of more than 4,000 contractors and 14 International unions, including the IUPAT, all of which actively support the program.

A total of 161 IUPAT contractors are signatory to the agreement, which provides them the benefit of union flexibility, cost-effective practices, and access to highly skilled IUPAT craftspeople. In exchange, as the numbers attest, IUPAT members receive work that might have otherwise gone to non-union or in-plant maintenance workers.

The Service Department processed 5,737 NMA Site Extension Requests from the start of 2019 through the second quarter of 2024.

NMAPC SITE EXTENSION REQUEST APPROVALS BY YEAR					
2019	2020	2021	2022	2023	2024 Up to 2nd Quarter
813	955	984	1,057	1,240	688

A ten-year review and comparison of IUPAT crafts worker hours generated for the members we represent as a result of the site extension requests that were processed under the NMA.

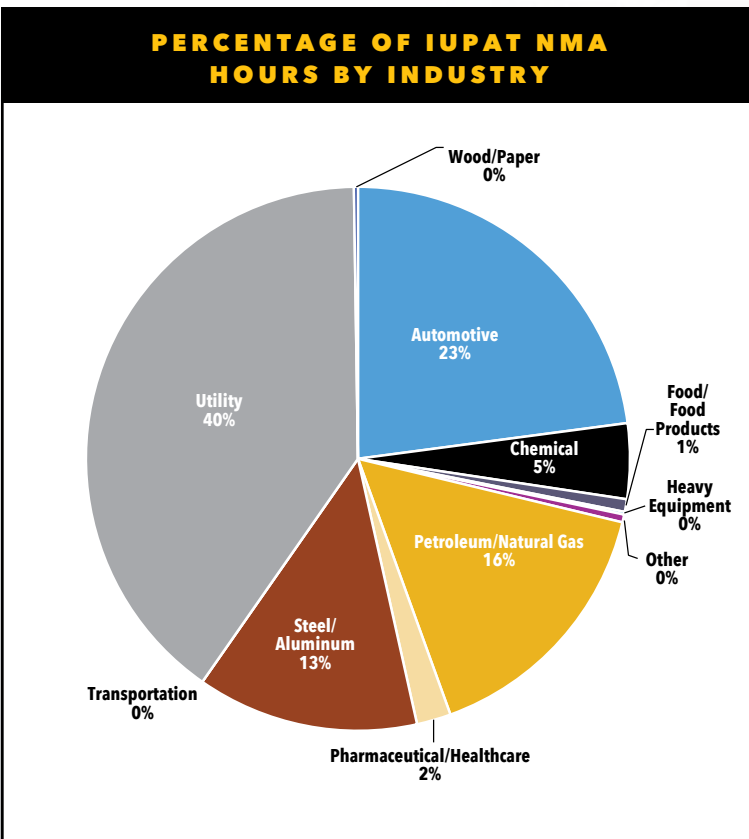
YEAR	IUPAT TOTALS
2014	230,635
2015	767,018
2016	1,070,459
2017	1,172,025
2018	1,545,796
TOTAL	4,785,934

YEAR	IUPAT TOTALS
2019	1,832,905
2020	1,215,038
2021	1,627,653
2022	2,012,048
2023	2,115,516
2024 Hrs. only up to 2nd Quarter	416,168
TOTAL	9,219,203



Since our 32nd General Convention in August 2019, the IUPAT has doubled the number of hours worked under the NMA. This is a result of the pro-labor Biden Administration, the new battery plants being built, and the IUPAT's ongoing efforts to establish and strengthen relationships with owners and end users throughout our industries.

	2019	2020	2021	2022	2023	Grand Total
Automotive	196,023.75	245,373.28	455,231.14	363,050.00	692,716.94	2,111,369.36
Chemical	66,768.00	100,602.50	56,317.00	99,398.75	78,349.60	412,870.30
Food/Food Products	6,289.00	17,377.00	4,663.00	24,446.00	13,770.75	69,197.75
Heavy Equipment	2,050.25	7,077.50	1,766.75	2,763.00	1,230.50	14,888.00
Other	1,961.00	3,713.00	5,918.00	20,351.00	8,495.00	42,776.50
Petroleum/Natural Gas	485,298.55	203,411.85	102,156.15	323,460.20	274,561.25	1,449,571.00
Pharmaceutical/Healthcare	92,318.70	43,176.00	33,923.50	8,995.50	6,864.50	187,361.20
Steel/Aluminum	186,978.55	114,031.00	228,247.40	341,755.60	294,867.51	1,215,588.01
Transportation	0.00	0.00	0.00	0.00	0.00	0.00
Utility	787,997.50	478,682.02	734,261.50	823,008.43	742,273.75	3,693,869.45
Wood/Paper	7,220.00	1,594.00	5,169.50	4,819.50	2,387.00	21,839.00
Grand Total	1,832,905.30	1,215,038.15	1,627,653.94	2,012,047.98	2,115,516.80	9,219,330.57



PROJECT LABOR AGREEMENTS

Project Labor Agreements (PLAs) were developed to establish standard working conditions, promote efficiency of construction operations, and provide for a peaceful settlement of labor disputes without strikes or lockouts. Most PLAs are negotiated on the local level and approved by NABTU's international headquarters. On occasion,

NABTU also participates in negotiating these agreements.

These projects range from less than one year to more than ten years in duration, are valued from \$1 million to more than \$10 million, and peak employment ranges from 50 to 5,000 workers.

The Service Department has processed 1,279 PLAs since the 32nd General Convention.

PLAS PROCESSED AND APPROVED THROUGH NABTU 2019 - 2024

Region	2019	2020	2021	2022	2023	2024	Total
Central	59	45	53	149	208	143	657
Eastern	37	29	41	74	53	39	273
Western	39	72	65	80	57	36	349
Grand Total	135	146	159	303	318	218	1,279

PLAS BY YEAR AND DISTRICT COUNCIL 2019 - 2024

District Council	2019	2020	2021	2022	2023	2024	Grand Total
1M	3	2		1			6
4	10	2	4	9	15	8	48
5	4	10	10	10	8	4	46
6	25	18	32	113	176	130	494
7	1	1	1	2	5	2	12
9	17	15	16	29	18	15	110
10		1				1	2
14	26	23	19	25	21	11	125
16	18	33	29	40	21	11	152
21	11	12	17	29	18	8	95
30	1				1		2
36	16	27	26	30	30	21	150
51	1		4	3	2	5	15
57				3	1	1	5
58		1		1	2		4
77				3			3
78						1	1
81	1	1					2
82			1	2			3
91	1			3			4
Grand Total	135	146	159	303	318	218	1,279

THE TENNESSEE VALLEY AUTHORITY

The Tennessee Valley Authority (TVA), a corporation owned by the U.S. government, provides electricity for 9 million people in parts of seven Southeastern states at prices below the national average. TVA, which receives no taxpayer money and makes no profits, also provides flood control, navigation, and land management for the Tennessee River system and assists utilities and state and local governments with economic development.

The Service Department also oversees the work performed under the TVA. Some of our Southeastern District Councils—DC 10, DC 58, DC 77, DC 91—and affiliated local unions participate under the TVA.

TVA HOURS REPORTED 2019-2023	YEAR	IUPAT TOTALS
	2019	231,153
	2020	204,950
	2021	219,389
	2022	226,474
	2023	229,229
	TOTAL	1,111,195

THE NATIONAL CONSTRUCTION AGREEMENT

The National Construction Agreement (NCA) remains an important tool of the Building Trades as we continue to recapture work for our members in oil refining, chemical processing, power generating, and other industries.

The NCA, as well as other project agreements, standardizes working conditions (e.g. hours of work, holidays, and overtime provisions) for each craft. This agreement was negotiated between the NABTU and the National Construction Association. It is administered by a joint administrative committee, which was established to review projects and oversee the overall operation of the NCA.

JURISDICTION

The IUPAT and its leadership firmly state that we, as a union, must never allow a jurisdictional dispute to cause a work stoppage or any disruption of productivity on any job. It has been our position that we must work with all contractors to ensure that work that has historically been performed by IUPAT members continues to be properly assigned to the crafts we represent. **Therefore, documentation demonstrating jobs/projects with specific information relative to the scope of work completed by our members is critical in making claims to the assignment of work.**

DIRECTORS OF SERVICE

The relationships we've built and the work we've done with District Council Directors of Service have been key in meeting the IUPAT's organizational goals. Servicing our members is imperative to our union's continued growth, and our Directors of Service help facilitate this by working closely with local-level representatives, contractors, and members.

Through these efforts, we've also been able to refine our data organization-wide, which has helped us provide greater detail on reports like the *No-Hit List* and *Potential Members Report*, which identifies persons working for our signatory contractors and those interested in joining our union. We've also further aligned our signatory contractor data with our agreements which is key in reporting hours worked by our members. In the future, we will embark on an Internal Organizing Plan to strengthen our market share, impact, and union.

CRAFT COMMITTEES

Our trades remaining positioned for continued growth relies greatly on our united efforts to protect the work that we do. The IUPAT Craft Committees play a pivotal role in these efforts by identifying areas where we can further strengthen our trades. The seven Craft Committees are:

- Commercial Painters
- Drywall Finishers
- Floor Coverers
- Glaziers and Glassworkers
- Industrial Painters
- Public Sector Workers
- Trade Show Workers





Over the last five years, the committees have focused on the areas of recruitment, training, health, safety, technological advancements, diversity, inclusion, and community engagement.

While we've recognized that the individual needs and areas of focus within each craft vary greatly throughout North America, we've still been able to create opportunities to target areas where we can further develop our workforce. Through our continued support of the Craft Committees, we will uphold our strategic goal of being the leading force within the finishing trades industry now and into the future.

IUPAT FIVE PILLARS LEADERSHIP TRAINING SERIES

In April 2024, the Service Department began rolling out the IUPAT Five Pillars Leadership Training Series to our District Councils. This in-depth and interactive training is structured for both new and seasoned leaders. It covers member engagement, retention, contract enforcement and relations, and effective collaboration strategies with organizing. By studying these areas universally, the training will support the mission and vision of the IUPAT by fostering a more cohesive, inclusive, and effective environment organization-wide.

While we've had many successes at the local level with the rollout of the Five Pillars Leadership Training, it is our goal to continually refine the program and equip our leaders with the tools and strategies necessary to confidently engage with members and contractors, and remain resilient and prepared for any challenges they're confronted with in today's labor market. Understanding the power of working together collectively will continue to strengthen our reach and influence and contribute to our union's growth.







"We are dedicated to advancing the skills and education of the IUPAT workforce, ensuring that we remain the best in the industry."



ANTON RUESING

Executive Director

*International Finishing Trades Institute
Labor Management Cooperation
Initiative*

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INTERNATIONAL FINISHING TRADES INSTITUTE

Since the 32nd General Convention, the iFTI has made great strides in meeting the goals of its mission statement: to advise, assist, and coordinate the training and development of a skilled, educated, and productive workforce for the finishing trades industries.

Our successful efforts encompassed a number of areas including, but hardly limited to, training standards, certifications, and advancing the level of training for our instructors throughout North America.

STANDARDS

The iFTI is committed to fostering an inclusive and diverse workforce by removing barriers to entry in both our National Guideline Standards (NGS) and local affiliate program standards. This commitment not only enhances the accessibility of our apprenticeship programs but also ensures that all potential apprentices have a fair opportunity to join and succeed within our ranks.

National Guideline Standards Revisions and Updates

At our last General Convention, we highlighted our programmatic updates to our national guideline standards which focused on introducing two new trades as well as incorporating some new requirements by the United States Department of Labor (US DOL). Since that time, we have continued to make significant revisions to our National Guideline Standards. These revisions simplify and modernize our standards and aim to streamline entry requirements, as well as



eliminate unnecessary obstacles that may deter potential apprentices.

Simplified Qualifications for Apprenticeship: We've refined the language and criteria for qualifications, ensuring they are clear and attainable for a broader range of applicants. This includes removing redundant and unnecessary prerequisites emphasizing skills, aptitude and competencies over formal educational requirements or restrictive barriers to entry.

Local Affiliate Program Standards

At the local level, we are working with our affiliates to align their program standards with the updated national guidelines. This ensures consistency and makes it easier for apprentices to join our programs without facing disparate entry requirements. It allows members of the local community to better access our apprenticeship programs and opens new recruitment pipelines.

OUTREACH AND SUPPORT SERVICES

To attract a diverse pool of applicants, we are also enhancing our outreach efforts. This includes partnerships with community organizations, schools, and other entities to promote our apprenticeship and pre-apprenticeship program opportunities. Additionally, we are working with community partners to expand support services such as mentoring, child care, maternity leave support, mental health services and providing financial assistance to help apprentices succeed.

By removing barriers to entry and aligning both our national and local standards, the IUPAT is paving the way for a more inclusive and equitable apprenticeship program. These efforts are essential in building a workforce that is reflective of the diverse communities we serve and ensuring that every individual has the opportunity to thrive in the finishing trades.



COUNCIL ON OCCUPATIONAL EDUCATION (COE)

The International Finishing Trades Institute (iFTI) has successfully reaffirmed its accreditation with the Council on Occupational Education (COE). This achievement underscores our commitment

to providing high-quality educational programs and maintaining the highest standards in occupational education.

EDUCATIONAL PROGRAMS AND GRADUATIONS

As part of our ongoing educational efforts, we offer two key programs:

- **Associate Instructor Program:** Designed for newer instructors, this program focuses on foundational teaching techniques and essential instructional skills. Since the program's inception just over five years ago, over 1,400 instructors have been enrolled in the program, and 342 have completed it.



- **Master Instructor Program:** This advanced program includes a rigorous capstone project that has recently been updated and revised and is tailored for seasoned instructors. With nine graduates, this program recognizes the achievements of the top-tier instructors in the IUPAT ecosystem. Their completion of this program ensures that we continue to produce trainers who uphold our rigorous standards.

Looking ahead, our goal is for every IUPAT instructor to complete the Associate Instructor Program within their first five years and for all IUPAT instructors to eventually complete the Master Instructor Program.

INSTRUCTOR ENHANCEMENT PROGRAM

To maintain a high standard of excellence in instruction, we continually update our instructor qualifications and introduce new learning and skills upgrade opportunities. The iFTI Instructor Enhancement Program is a recent initiative that evaluates both international and local affiliate instructors through a professional audit process, which includes coaching and recommendations. This program ensures our instructors are well-equipped to support diverse learning needs and provide high-quality education that upholds the highest training standards.

The program evaluates instructors who teach in Hanover, as well as those training locally through periodic field reviews. Recently, this program has been expanded in two significant ways:

- **Local Level Training:** Directors and coordinators at the local level are being trained to conduct internal reviews of their staff and trainers. This initiative enhances the quality of instruction and ensures consistency throughout the international.
- **Field Staff Involvement:** This year, we extended training on the review process to our field staff, including those working with Job Corps. Each staff member is now actively conducting minimum instructor reviews as they visit various District Councils and work with the local staff.

With these expansions, we anticipate many more instructor reviews each year, leading to higher-quality education for our members. This robust review process maintains high teaching standards and fosters continuous improvement across our training programs. One of our goals is that every instructor in the IUPAT network is reviewed annually by an iFTI representative or their Director of Training / Coordinator. As we expand our program, we hope to eventually include a peer review component that will foster lifelong learning and continuous improvement in program delivery.





FACTS AND FIGURES

While every action item in the iFTI strategic plan includes a performance metric, we strive to collect data on some specific items that will help us determine if we are meeting or exceeding our goals. Here is some of the data over the last five years that culminates from the hard work of the iFTI team in partnership with other departments of the IUPAT, the General Executive Board, the iFTI trustees, and, of course, our affiliates.

Certifications and Specialty Training

Over the last five years, the iFTI has assisted our affiliates in certifying over 2,200 Coating Applicator Specialists and over 1,800 Architectural Glass and Metal Technicians. Additionally, 3,620 members took part in training sponsored by the Susan Harwood Grant program under grants to the iFTI by the US Department of Labor and Occupational Safety and Health Administration. These grants resulted in over \$500k of grant funding to the iFTI and its affiliates for both curriculum development and instruction. The iFTI is honored to have received these grants and participated in this important health and safety initiative.

During our last General Convention in Las Vegas, Nevada, IUPAT staff and members took part in a letter-writing campaign to the US Department of Labor. At that time, under the Trump Administration, the US DOL was attempting to create a new registered apprenticeship system called IRAPs (industry-recognized apprenticeship programs). IUPAT members

submitted thousands of comments to the Department of Labor in opposition to this substandard approach to apprenticeship training. We are happy to report that those efforts were successful, and in the first days of the Biden Administration, IRAPs were rescinded by executive order. This was in no small part due to the monumental efforts of the Building Trades and members of the IUPAT. Since that time, the IUPAT, the iFTI, and the Building Trades have worked hand-in-hand with the Department of Labor to help modernize and expand the registered apprenticeship system, including reinstating the U.S. Secretary of Labor's Advisory Committee on Apprenticeship, one of the oldest standing committees in the U.S. federal government. Through these efforts, we have witnessed the implementation of several meaningful changes to the registered apprenticeship system and a renewed effort to create an apprenticeship system open to all.

The IUPAT and iFTI have fully embraced these efforts and have been focused on creating pre-apprenticeship programs in partnership with community organizations, career and technical education (CTE) programs, and high schools to create even more opportunities and pipelines into our apprenticeship programs. These efforts would not be successful without the support of our friends in Congress and, of course, our partners at the US Department of Labor. These efforts have resulted in an increase in both the number and the diversity of our apprenticeship programs. Our programs are growing and becoming more representative of the communities in which our members live and work. Over the last five years, we have collectively graduated over 6,000 apprentices and participated in the training of over 50,000 individuals. We currently have over 13,000 apprentices in the IUPAT's registered apprenticeship system. While we have seen growth, especially post-pandemic, we need to increase the number of apprentices by an additional 7,000 to meet our 3 to 1 ratio goal.

THE FUTURE

At the IUPAT Finishing Trades Institute, we are committed to continuous improvement and adaptation. As the workplace evolves, so do our training programs. We are dedicated to advancing the skills and education of the IUPAT workforce, ensuring that we remain the best in the industry. Our goal is to provide every IUPAT member with the opportunity for a successful career in the Finishing Trades.



“The IUPAT Job Corps program has grown to be recognized as one of the nation’s most comprehensive pre-apprenticeship training and job placement systems.”



LAWRENCE BURGESS
National Project Coordinator

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IUPAT JOB CORPS PROGRAM

In 1969, International Union of Painters and Allied Trades General President Frank “Bud” Raftery signed a contract with President Lyndon B. Johnson’s administration to partner in what would eventually become the IUPAT Job Corps program.

Launched in 1964 as a part of President Johnson’s “War on Poverty,” Job Corps, with the help of the IUPAT and the rest of the Building Trades, provides pre-apprenticeship skills, educational training, and vocational training to more than 60,000 students annually in 131 centers throughout the United States.

This U.S. Department of Labor program is fully funded by the federal government and free for students. Students also receive housing, meals, comprehensive medical care, training clothing, counseling, a living allowance, books and supplies, and academic instruction.

The IUPAT Job Corps program has grown to be recognized as one of the nation’s most comprehensive pre-apprenticeship training and job placement systems. We have 44 pre-apprenticeship training programs in 38 Job Corps centers teaching painting, glazing & glasswork, drywall finishing, floor installation, and sign & display. Our program utilizes first-year apprentice curricula and teaching materials developed by the IUPAT International Finishing Trades Institute (iFTI) as key instructional tools.



PROGRAM MANAGEMENT

In 2022, General President Jimmy Williams Jr. appointed Lawrence Burgess to the position of IUPAT Job Corps National Project Coordinator. Burgess started his apprenticeship in 2005 as a Glazier under District Council 711/Local Union 1009 in New Jersey. He worked as a field installer for 14 years before joining the FTI staff as a welding instructor. Todd Langlois has served as Technical Assistance Coordinator since 2012. Prior to that, Langlois was the pre-apprenticeship instructor at Denison

Job Corps Center in Iowa since 2004. Administrative Assistant Charity Biggins provides office support.

The program employs six regional field coordinators who assist with managing the individual training programs. Our two field placement coordinators coordinate the placement of graduates into IUPAT Joint Apprenticeship and Training Programs and help them find other employment opportunities that lead to careers in the Finishing Trades. All Job Corps staff are active members of the IUPAT and were selected based on their trade skills, industry and instructional experience, and history of working successfully with youth in helping to achieve their career goals.

AIMING HIGHER

In order to better align our training programs, management of the Job Corps contract transferred to iFTI in 2023. In March 2024, the IUPAT family passed its 55-year milestone as a key provider of pre-apprenticeship training and career placement services to America’s youth ages 16-24 at Job Corps centers nationwide. Under the current contract with the U.S. Department of Labor, the IUPAT operates 44 programs in 38 locations (37 painting and drywall, four glazing & glasswork, two floor installation, and one sign & display). Today, as throughout our history, the IUPAT Job Corps training and operations model continues to evolve to prepare our graduates for the rigors, responsibilities, and rewards in the finishing industries as IUPAT members, as well as to ensure the IUPAT’s success in

JOB CORPS STAFF

MICHAEL ANDERSON <i>Field Coordinator Central Region</i>	TIMOTHY SORRELL <i>Field Placement Coordinator Central Region</i>
JEROME HINRICHS <i>Field Coordinator Central/Western Regions</i>	JAMES STAATS JR. <i>Field Placement Coordinator Western Region</i>
ERIC HOWARD <i>Field Coordinator Eastern Region</i>	TANDY STURGEON <i>Field Coordinator Western Region</i>
STEVE PADRUSNAK <i>Field Coordinator Eastern Region</i>	LUIS VELARDE <i>Field Coordinator Western Region</i>

meeting or exceeding federal performance goals and requirements.

One of the new requirements in the federal contract states that 30% of all IUPAT Job Corps graduates must be placed in registered apprenticeship employment. This percentage will increase by 5% every year of our contract, capping off at 50% by option year five. While challenging, this federal mandate is in direct accord with the IUPAT’s goal of recruiting, training, and retaining more apprentices, thereby strengthening our ranks and regaining our market share as more of our long-time members take their well-earned retirement. As a primary vehicle for helping to achieve these goals, our Job Corps program coordinates additional outreach strategies (career fairs, high school recruitment) with our District Councils and affiliated training funds, signatory employers, and community partners.

THE IUPAT OPERATES 44 PRE-APPRENTICESHIP TRAINING PROGRAMS AT 38 JOB CORPS CENTERS

Cass JCC - Ozark, AR
 San Diego JCC - Imperial Beach, CA ++
 Long Beach JCC - Long Beach, CA **
 Inland Empire JCC - San Bernadino, CA
 Collbran JCC - Collbran, CO +
 Miami JCC - Miami Gardens, FL**
 Brunswick JCC - Brunswick, GA
 Hawaii JCC - Waimanalo (Oahu), HI
 Chicago JCC - Chicago IL
 Atterbury JCC - Edinburg, IN **
 Shreveport JCC - Shreveport, LA
 Loring JCC - Limestone, ME
 Flint/Genessee JCC - Flint, MI

Hubert H. Humphrey JCC - St. Paul, MN ^^
 Excelsior Springs JCC - Excelsior Springs, MO
 Mingo JCC - Puxico, MO
 St. Louis JCC - St. Louis, MO
 Anaconda JCC - Anaconda, MT
 Trapper Creek JCC - Darby, MT
 Lyndon B. Johnson JCC - Franklin, NC
 Schenck JCC - Brevard, NC
 Pine Ridge JCC - Chadron, NE
 Roswell JCC - Roswell, NM
 Sierra Nevada JCC - Reno, NV
 Cassadaga JCC - Cassadaga, NY
 Iroquois JCC - Medina, NY

Timber Lake JCC - Estacada, OR
 Angell JCC - Yachats, OR
 Tongue Point JCC - Astoria, OR **
 Keystone JCC - Drums, PA
 Boxelder JCC - Nemo, SD
 Jacob's Creek JCC - Bristol, TN
 North Texas JCC - McKinney, TX
 Flatwoods JCC - Coeburn, VA
 Old Dominion JCC - Monroe, VA
 Curlew JCC - Republic, WA
 Columbia Basin JCC - Moses Lake, WA
 Charleston JCC - Charleston, WV

** Painting and Glazing programs

^^ Painting and Sign programs

++ Painting and Floorcovering programs

+ Floorcovering only

Painting programs at all locations except Collbran, CO



"You can be proud that your leadership and your fellow members are working daily to provide the help so many of those we work with and love need."



CHRIS SCHEIBLEIN
Helping Hand Director

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IUPAT HELPING HAND

The IUPAT Helping Hand Program has gained significant momentum since the 2019 IUPAT General Convention. As Resolution 12 at that meeting stated, each District Council in the IUPAT has agreed to implement the Helping Hand Program in their organizations. This action was necessary due to the severity of the problem in the construction industry, as well as societally high death rates associated with suicides and overdoses in North America.

The program was launched in 2018 by a committee of LMCI and IUPAT representatives, as well as a group of IUPAT contractors led by longtime employer and former IUPAT trustee Bob Swanson. The formation of the IUPAT Helping Hand was in response to the irrefutable statistics that men and women in the construction industry suffered worse from substance use disorder and death by suicide than nearly every other occupation.

Unfortunately, these conditions have worsened since the last General Convention five years ago, and more of our members and their families have

A 2023 report by the CDC found that there were more than 162 overdose deaths per 100,000 construction workers in 2020—the most of any occupation.

The CDC also reported that 53.3 construction workers out of every 100,000 workers commit suicide. In stark contrast, the average suicide rate in the United States is just 12.93 individuals per 100,000 people.





IUPAT Helping Hand

Are you, a fellow member, or a loved one struggling with a mental health challenge or a substance use disorder?

Who to call for help

District Council #
Assistance Programs
123-456-7890
website

The only time you should look down on a fellow IUPAT member is when you are helping them up.

IUPAThelpinghand.com

IUPAT Helping Hand has begun distributing materials to District Councils with information that provides help locally to our members in North America.

been negatively affected and suffered. That said, in the same time frame, the Helping Hand Program has seen significant growth and progress and has generated unbridled excitement for future possibilities for the relief of our members and their families.

As of this writing, three District Councils in the IUPAT have employees dedicated to doing Helping Hand work as part of their full-time job description. These individuals devote much of their time to helping their members and working on wellness initiatives for their unions. These trailblazing councils have set a precedent in the IUPAT, one that signifies the importance of the Helping Hand Program and what it means to truly have the leadership prioritize this movement and their members' challenges, struggles, and well-being.

The Helping Hand Program has developed a Peer Support Education course with the International Finishing Trades Institute, which hundreds of people have taken. It continues to be a valuable tool in training and educating our members on behavioral health issues and the pathways to receive help. Our District Councils have sent members to this course, with the idea that they will bring the information back and develop a similar training for the members of their council. This course is designed to give people context around substance use disorder and mental health and remove ignorance. Moreover, it provides strategies for aiding and supporting those in need in an empathetic and understanding manner. The skills learned in this course help dissolve predisposed judgments and give hope that assistance is available and their union will support them if and when issues arise. The fact that leadership has prioritized a training such as this shows the seriousness of the issues they are seeing and hearing and that they understand the need for more education and awareness around these issues.

Without the support of the leadership and our contractors, as well as the dedication and hard work of staff and members, these accomplishments would not have been possible, and the success we have had would not be what it is today. The work that is done in this space can literally change the trajectory of someone's life, forever positively altering the way they conduct themselves at work, at home, and their ability to help a fellow member in need.

In its fundamental state, the Helping Hand Program is an awareness, educational, and resource-developing initiative concerned with the behavioral health and overall wellness of the IUPAT membership. The primary focus of the program is on helping members and their families who struggle with substance use disorder and finding ways to improve their emotional and mental state. That said, Helping Hand is that and much more. Aside from members improving their overall wellness, it has helped to build relationships within District Councils and with our signatory contractors. This program is one of connection and understanding and has helped bridge gaps so District Councils can be more united and act as One. The idea of helping another person has a tendency to bring people together under a common cause, and one that can positively affect everyone in the IUPAT.

Over the last five years, most District Councils in the IUPAT have designated a representative to be the point person for the Helping Hand program. These individuals, who are called IUPAT Helping Hand Champions, are tasked with being advocates for their members and spokespersons for behavioral health awareness, education, and local resources within their council. They have accepted the challenge to help normalize the conversations around substance use disorder and mental health, help their members access the appropriate help, and ensure there is additional support if needed.

DISTRICT COUNCIL HELPING HAND CHAMPIONS**District Council 1M**

Ed Bracamontes

District Council 3

Jessica Perez

District Council 4

Wes Schlossin

District Council 5

Anthony Thompson

District Council 6

George Boots, Nichole McCarthy

District Council 7

Adam Holmes, Jennifer Neduzak, Travis Cary

District Council 9

Pat Mercora, David Yanolatos

District Council 10

Jennifer Hernandez

District Council 11

Mark Davidson

District Council 14

Rob Zappa

District Council 16

James Boster

District Council 17

Darren Rankin

District Council 21

Erin Hoffman

District Council 30

Jennifer Sherman, Stephen Lefaver

District Council 35

John Dowd, Jim McCann

District Council 36

Herman Becaria, Allen Carberry

District Council 38

Albert Brooks

District Council 39

Marv Magnison

District Council 46

Nelson Cidade

District Council 50

John Frigillana

District Council 51

James Reamy

District Council 53

William Morgan

District Council 57

Brian Herbinko

District Council 58

Otto Schoenberg

District Council 77

Lisa Brooks

District Council 78

William Savino

District Council 81

Jeremiah Fliss

District Council 82

John Burcaw

District Council 91

Phil Harper

THE ROAD AHEAD

As this program continues to put people in place in District Councils to meet the needs of fellow members and their families, we continue to move forward with meeting other needs.

A top priority is encouraging District Councils to partner with local Employee Assistance Programs (EAPs) or Labor Assistance Programs (LAPs) to ensure that our fellow members have a resource at hand and can receive assistance far sooner than if they call a national helpline or consult a national resource.

While we expand local assistance, we're continuing work on the national level to eradicate the stigma of substance use disorder and mental health difficulties. As director of IUPAT Helping Hand, I have had the honor of attending and even addressing national meetings that included people from not only the construction industry but also a wide range of other industries dedicated to the same goal.

As a member of the IUPAT, you can be proud that your leadership and your fellow members are working daily to provide the help so many of those we work with and love need.



"The PATCH Foundation has been well funded over the years, all thanks to the collective fundraising efforts of IUPAT International, affiliates, members, family, and friends."



JIMMY WILLIAMS JR.
PATCH Chairman

ONE UNION • ONE FAMILY • ONE FIGHT

THE PATCH FOUNDATION

The Painters and Allied Trades for Children's Hope (PATCH) Foundation supports charities, organizations, and programs that aim to shape brighter futures for vulnerable or underprivileged children and youth. Our efforts impact the overall development of young people and our communities.

Since PATCH's inception in 2001, over \$4.7 million has been given to worthwhile charities that benefit children. These efforts are sustained with the generosity of our members, district councils, local unions, contractors, employer associations, and other generous friends of the International Union of Painters and Allied Trades.

BUILDING POWER THROUGH COMMUNITY ALLIANCES AND PATCH

Over the years, PATCH has maintained an annual tradition of donating school supplies to schools located in low-income communities. This proved to be a reliable opportunity to build and foster relationships in the communities we serve and aid in bolstering the strategic organizing efforts of the International Union of Painters and Allied Trades (IUPAT).

However, the value of return seen with strategically assisting communities and organizations in alignment with IUPAT organizing efforts was not realized at the same level as in years past. This change in return can be traced back to the impact that the 2020 COVID-19 pandemic had on the industries we work in, our communities, and throughout North America. That said, PATCH was able to assist children during the pandemic's peak by partnering with the Ekcoe Central Public School Nutrition Program (Glencoe, Ontario), United Way



of Southeast Michigan (Detroit, Michigan), NYC Kids RISE (Long Island City, New York) and the Houston Independent School District (Houston, Texas). As a result, the foundation donated \$25,000.00 to each of these organizations to help provide children with access to supervised care, meals, and other scarce necessities during the height of the pandemic.

Although the PATCH didn't hold annual targeted school supply drives, assistance consisting of physical supplies and monetary donations were given to various schools based on recommendations presented by PATCH members. Most recently, in keeping with

the tradition of donating school supplies, over 650 backpacks filled with school supplies were donated to elementary schools located in the low-income areas of Fulton County (Georgia) on behalf of Painters District Council 77 during the 2023 academic year. This donation helped many children in need start off the school year prepared and ready to learn.

The PATCH Foundation has been well funded over the years, all thanks to the collective fundraising efforts of IUPAT International, affiliates, members, family, and friends. Annually, PATCH maintains a balance of over \$800,000.00.

PATCH DONATION SPOTLIGHTS



Considering the charity's health, in 2023, the PATCH Board of Directors unanimously voted to have an annual \$100,000.00 donation from PATCH to be presented as a "one-time donation" to a spotlight organization. The first spotlight recipient was Rock Ministries (Philadelphia, Pennsylvania), whose mission is to better the lives of at-risk inner-city youth through biblically-based counseling, support, and activities. PATCH looks forward to providing future support to many other organizations in this capacity.

Rock Ministries
Philadelphia, Pennsylvania
\$100,000.00 donation from The PATCH Foundation

In 2023, PATCH gifted \$5,000 to Kidneys For Kids, a Bay City, Michigan 501(c)(3) organization started by District Council 1M/Local Union 2352 Brother Brian Martindale. Kidneys for Kids provides assistance to families with children who have kidney disease or need a kidney transplant.

Kidneys for Kids
Bay City, Michigan
\$5,000.00 donation from The PATCH Foundation

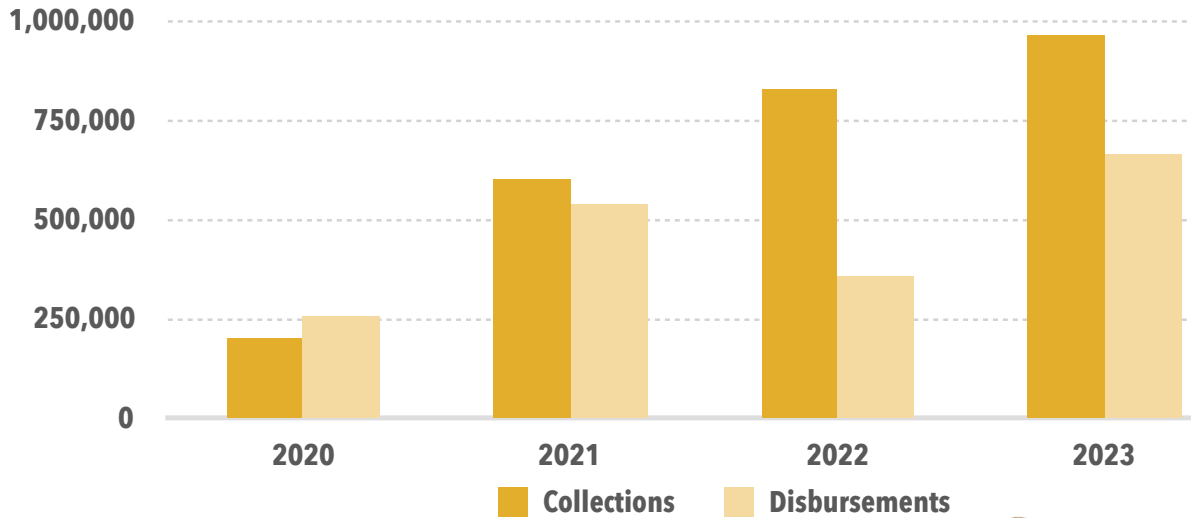


In 2023, in partnership with the IUPAT Black CORE Committee, PATCH gifted \$5,000 to Urban League Twin Cities in Minneapolis, Minnesota. Urban League seeks to help African descendants strive for economic empowerment and self-sufficiency to build wealth that can be passed down from generation to generation.

Urban League Twin Cities
Minneapolis, Minnesota
\$5,000.00 donation from The PATCH Foundation



PATCH COLLECTIONS & DISBURSEMENTS (2020 - 2023)



TOP PATCH DONATIONS (2020 - 2023)

2020	
Organization	Amount
Houston Independent School District Foundation (Houston, Texas)	\$25,000.00
NYC Kids RISE (Long Island City, New York)	\$25,000.00
Ekcoe Central Public School (Glencoe, Ontario)	\$25,000.00
United Way of Southeast Michigan (Detroit, Michigan)	\$25,000.00
2021	
Organization	Amount
Mikva Challenge D.C. (Washington, District of Columbia)	\$100,000.00
Michaels Giving H.A.N.D. (Philadelphia, Pennsylvania)	\$20,000.00
Family Service Association of Greater Elgin (Elgin, Illinois)	\$15,000.00
2022	
Organization	Amount
Make-A-Wish Wisconsin (Wauwatosa, Wisconsin)	\$18,000.00
Braveheart Children's Advocacy (Cambridge, Illinois)	\$15,000.00
Collinsville Area Community Foundation (Maryville, Illinois)	\$10,000.00
Congregation Beth Solomon (Philadelphia, Pennsylvania)	\$10,000.00
Michaels Giving H.A.N.D. (Philadelphia, Pennsylvania)	\$10,000.00
Nephcure Kidney International (Northeast Region)	\$10,000.00
2023	
Organization	Amount
Rock Ministries (Philadelphia, Pennsylvania)	\$100,000.00
Cal State San Marcos Athletics (San Marcos, California)	\$30,000.00
Neighborhood House (Peoria, Illinois)	\$20,000.00







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UNION TRUSTEES (UNITED STATES)

Jimmy Williams Jr.

IPF Co-Chair
General President, IUPAT

Gregg Smith

General Secretary-Treasurer, IUPAT

Paul Canning

General Vice President, IUPAT

Mike Gutierrez

General Vice President, IUPAT

Charlie Meadows

General Vice President, IUPAT

Ron Knies

Chief Financial Officer, IUPAT

Ryan Anderson

Business Manager/Secretary-Treasurer
IUPAT District Council 30

UNION TRUSTEES (CANADA)

Robert Kucheran

IPF Co-Chair
Former General Vice President
IUPAT (Canada)

Jonathan Gaul

Business Manager/Secretary-Treasurer
IUPAT District Council 39

Bruno Mandic

Business Manager/Secretary-Treasurer
IUPAT District Council 46

INDUSTRY PENSION FUND

In 2021, a new Pension Board of Trustees was established. Our chief priority as a new board was to immediately start rehabilitating our Pension Fund and solidifying our commitment to providing a secure, dignified retirement for our participants for generations to come.

One of our first actions was to appoint a Steering Committee, including IUPAT Business Manager/Secretary-Treasurers. This Steering Committee was formed to address the stagnant and underperforming plan. An independent actuary was hired by the IUPAT and they provided various scenarios for how we can move our plan to full funding. Based on the Steering Committee's recommendations, the Trustees voluntarily elected to change the status to the Red Zone for greater flexibility and to take a more aggressive approach to strengthening the Fund.

As part of their recommendations, a Rehabilitation Plan was adopted to help the Plan emerge from critical status and stabilize our funding. This plan runs from January 1, 2025 to December 31, 2034. Participants were informed of a change in the accrual formula (VBAR, or Variable Benefit Accrual Rate, which allows the accrual of our fund to change depending on the returns we get for our investments) and the simplification of the plan design.

PROGRESS AND ACHIEVEMENTS

Thanks to the diligent work and collaborative efforts of trustees, members, and signatory contractors, we are proud to report that our Pension Fund is now in a much stronger position. Our Rehabilitation Plan, with its targeted strategies and prudent management, has effectively bolstered our financial foundation, ensuring that we can continue to provide robust benefits to our participants for many years to come. This achievement reflects our

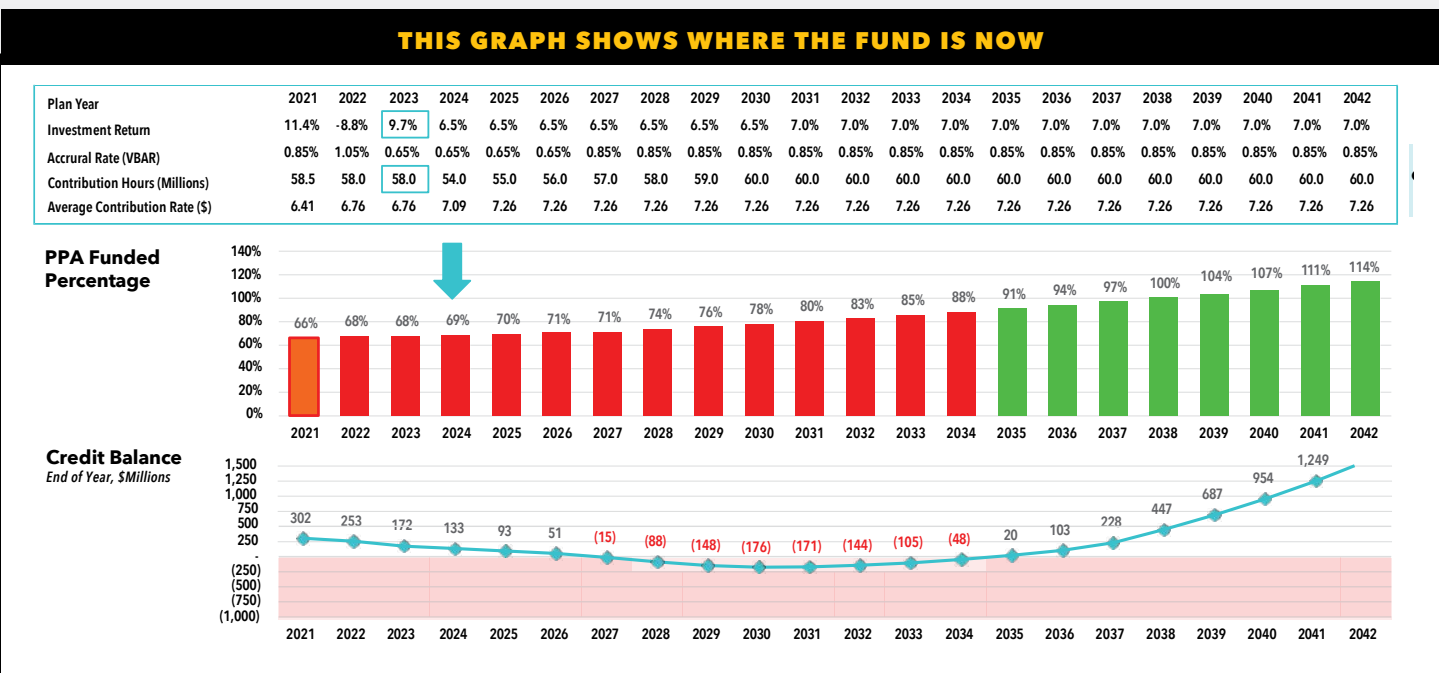
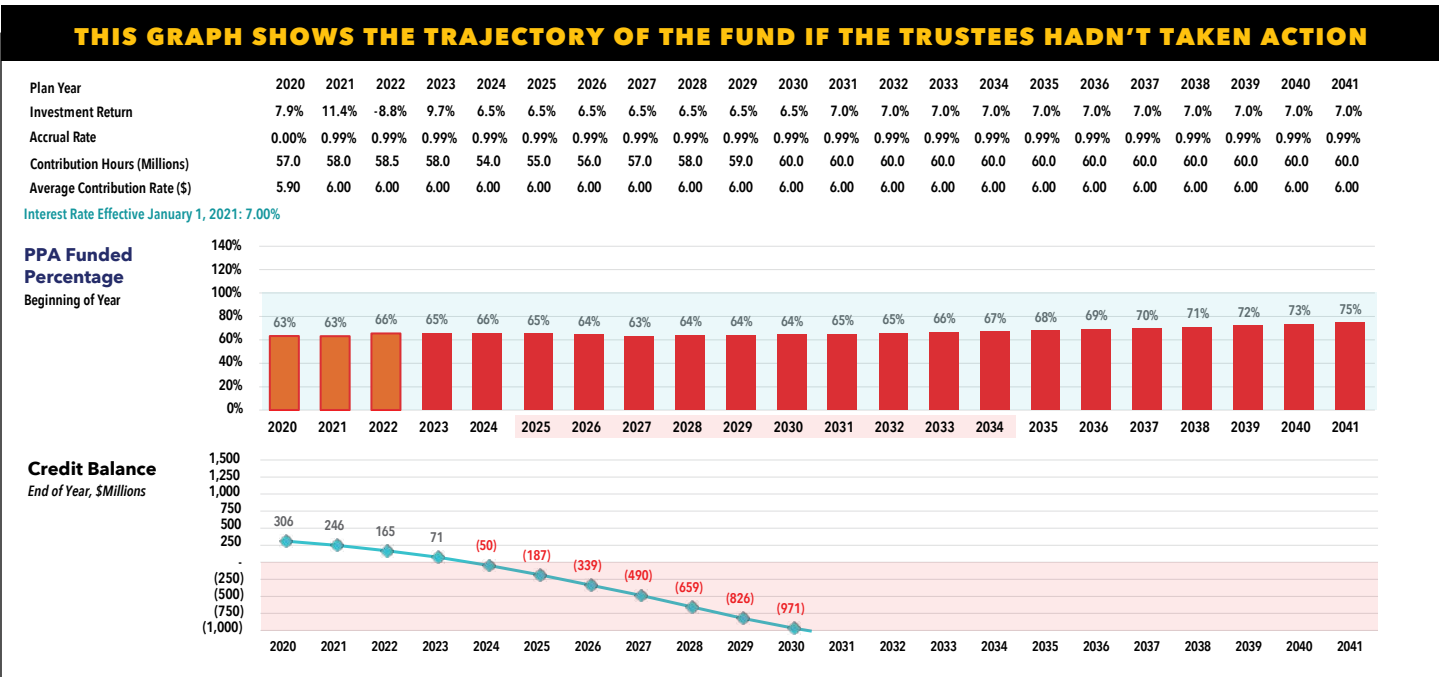


deep-seated responsibility to safeguard the retirement security of our members.

COMMUNICATING WITH PARTICIPANTS

The Fund proactively communicates changes through town halls with trustees, educational materials, regular

mailings, and the *Painters and Allied Trades Journal*. Financial advisors are available for assistance, and a bilingual Call Center fields around 320 calls daily. In November 2023, the Fund launched new websites in English, Spanish, and French, providing extensive resources for participants.



CURRENT STATUS

The Rehabilitation Plan's benchmark for investment return is 6.5% annually through 2030, increasing to 7% thereafter. Contribution hours started at 52 million in 2022, rising by 1 million each year until reaching 60 million in 2030. By achieving 58 million hours in 2022 and 2023, we softened the impact of investment return underperformance in 2022. Every contribution, hour, and return percentage is crucial to the Fund's success.

In addition to the Board of Trustees and actuary, the Fund has a new attorney and investment consultant, Verus Investments, which acts as a fiduciary in executing the Board of Trustees' Investment Policy Statement. Our Co-Chairs and Trustees took stock of all of our consultants and outside advisors and replaced many of them.

This graph shows the trajectory of the Fund if the Trustees hadn't taken action.

This graph shows a projected healthy future for the Fund under the Rehabilitation Plan.

HIGHLIGHTS FROM 2023 (UNITED STATES)

- A new self-directed annuity plan was launched, allowing participants to choose from various portfolio options.
- The Fund returned 9.8% for the year ending December 31, 2023, exceeding the 6.5% target return. This follows a negative return in 2022.
- Contribution hours to the Industry Plan reached approximately 58 million, surpassing the 53 million hours benchmark.
- The average hourly contribution rate increased from \$5.88 to \$6.25.
- Trustees adopted the SECURE 2.0 Act rules for hardship applications, significantly increasing applications and necessitating additional staff.

HIGHLIGHTS FROM 2023 (CANADA)

- 2023 saw a strong preliminary return of +10.3%, rebounding from a -8.2% downturn in 2022. The global equity composite was up 18.9%, and Fixed Income rose 7.8% compared to the 2.9% benchmark.

- Hours increased by half a million to 11 million in 2022 and exceeded that in 2023. The hourly contribution rate was approximately \$2.00.
- The total number of participants increased by about 1,000, reaching 24,281. The positive investment return and membership growth indicate the Canadian plan is on the right track.

THE FUTURE

As Trustees, we are hopeful and committed to continuing the work necessary to provide a secure and dignified retirement for our plan participants. Our strategic approach, diligent management, and collaborative efforts have positioned us well for the future. By maintaining our focus on prudent investment strategies and proactive communication, and because of the flexibility that our Rehabilitation Plan provides, we aim to ensure that our participants can continue to retire with the confidence and security they deserve.

We are pleased that our Rehabilitation Plan has taken the necessary steps in order to bring our Fund back to the Green Zone exponentially quicker than we would have otherwise. It is important to stress that without this Plan, our fund would likely be unable to emerge from Critical Status for decades. We anticipate that our Fund will continue to improve in status and are hopeful that we will emerge from any funding shortfalls by the end of the Rehabilitation Plan in 2035.

Looking ahead, we are dedicated to further enhancing the financial health of our Pension Fund. We will continue to adapt and respond to challenges, always prioritizing the needs and well-being of our members. Our goal is to provide a stable and prosperous future for all participants, ensuring that their hard work and dedication are rewarded with a dignified and secure retirement.



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*"At the end of the day,
the work we do day
in and day out across
North America to
advocate for members
is what matters the
most."*



LIZ MCELROY

*General Vice President
for Government Affairs*

GOVERNMENT AFFAIRS

The Government Affairs Department is responsible for anything connected to politics and policy, including working on candidate elections, ballot initiatives, lobbying for legislation, and advocating for executive or administrative actions. This applies to all levels of government—federal, provincial, state, county, municipal and sub-municipal like school boards, utility commissions, etc. Our members' working lives and communities are impacted at all levels of government, so it's important that the IUPAT remains active and engaged.

Oftentimes, the work of the Government Affairs team can seem to be focused on electoral work. This is because elections follow a pattern, have set timelines, and require the joint effort of many of us working together to get the job done. The IUPAT endorses candidates at all levels of government, and we work to get those people elected, but, ultimately, the goal is not to get politicians elected, it is to provide our members with consistent opportunities for good jobs and safe working conditions. At the end of the day, the work we do day in and day out across North America to advocate for members is what matters the most.

SINCE THE LAST CONVENTION

The last five years have been unlike anything we have ever experienced—in politics and the world. Eight months after leaving our last Convention, we faced a global pandemic that saw shut down businesses and shuttered communities. Many IUPAT members were declared to be essential workers and risked their lives in an uncertain environment to keep our countries moving.

In this setting, American members went to the polls in November 2020 and opted for unity over divisiveness and optimism over the politics of fear. Just two months later, armed attackers stormed the U.S. Capitol to overturn the results of our democratic election in the name of a still-sitting president

and false patriotism. It was shocking, but perhaps not surprising, given the anger that was being fueled with false information and amped-up rhetoric around the election outcome.

A year later, still amidst the pandemic, the Canadian government ordered a snap election that left some voters frustrated and left Parliament with another coalition government.

While the extremists did not prevail in either national election, the shift to the right in both countries—and the way information is distorted, distributed, and used to stoke fear and mistrust—can not be denied. This is important not because of any particular political viewpoint or policy disagreement but because the fundamentals of democracy that we take for granted have also been eroding under constant attack from the same sources.

INVESTMENTS IN UNION WORKERS

Despite the backdrop of chaos, at times, the last few years have seen unprecedented wins for IUPAT members on our policy agenda.

In Canada, IUPAT has worked with the Canadian Building Trades to advance some key priorities:

- In the lead-up to the 2021 snap elections, the IUPAT saw their budget priorities as part of all major party platforms.
- After decades of advocacy, Canada's 2022 Budget included the Labour Mobility Tax Deduction for Tradespeople. This historic win for skilled trades workers allows for deductions of up to \$4,000 per year for certain travel and/or temporary relocation

expenses. While a similar recognition had been in place for other industries, this is the first time it was enacted for tradespersons.

- In 2023, the budget included the strongest definitions for prevailing wage yet and, importantly, has tied adherence to the updated definition and other labour conditions for workers to have the ability to receive investment tax credits.

In the United States, our members helped elect the most pro-union administration in American history into the White House in 2020. Together, we worked to ensure that the hard work our members put into the election led to the policy results we needed. Because of the support and advocacy of our members and other working families, we leveraged our power to work with the Biden/Harris Administration to make changes like:

- A set of massive infrastructure spending bills, which together are propelling our economy to create an average of 20,000 construction jobs a month. These jobs will put us to work for years to come.
- Overturning a Trump Administration rule that would have watered down registered apprenticeship programs by empowering bad contractors to run their own "apprenticeships."
- Instituting Project Labor Agreements on most federal infrastructure projects.
- Saving the pensions of retired American workers who were sold out by corporate interests, including thousands of IUPAT retirees.
- Fighting inflation with the Inflation Reduction Act, which has fueled our economy. In the first half of 2024, inflation has flattened and wages are rising, making the American economy the strongest in the world.
- Creating a system for vulnerable immigrant workers to come forward and report violations of the law by exploitative employers without fear of being threatened with deportation.
- Building an administration that is run by working people and replacing Trump-appointed, union-busting attorneys at the Department of Labor and the National Labor Relations Board with union lawyers who are delivering back hundreds of millions of dollars in stolen wages to IUPAT members.

LOCAL FINANCIAL INVESTMENTS

The Government Affairs Department helps District Councils with targeted support related to political and legislative activities. Since the last Convention, this has included:





- Approximately \$2 million in direct assistance to pay or offset costs for lobbying assistance at the state and local level.
- Over \$850,000^[1] in support for state and local candidates, community partners, and mobilization activities, including release staff costs.
- A budget of over \$1 million for release staff, member communications, and other direct support for District Councils for the 2024 U.S. elections.

LOOKING FORWARD

In the past five years, we’ve won hard-fought battles for ourselves and all working families. More important than where we have been, though, is where we are going. Thinking ahead to the next five years, the IUPAT has a clear vision for how to meet the needs of our North American economy and our members’ bottom lines.

In the United States and Canada, we will continue the fight to protect the democratic norms that allow our unions and our civic societies to flourish. We will hold accountable any politician—Republican or Democrat, Conservative or Liberal or NDP, right-wing or left-wing—who undermines our rights to free and fair elections.

We will work to make sure that our labor laws are updated and strengthened. In the United States, tens of millions of workers would join a union today if they had the chance—but for 80 years, bad employers have

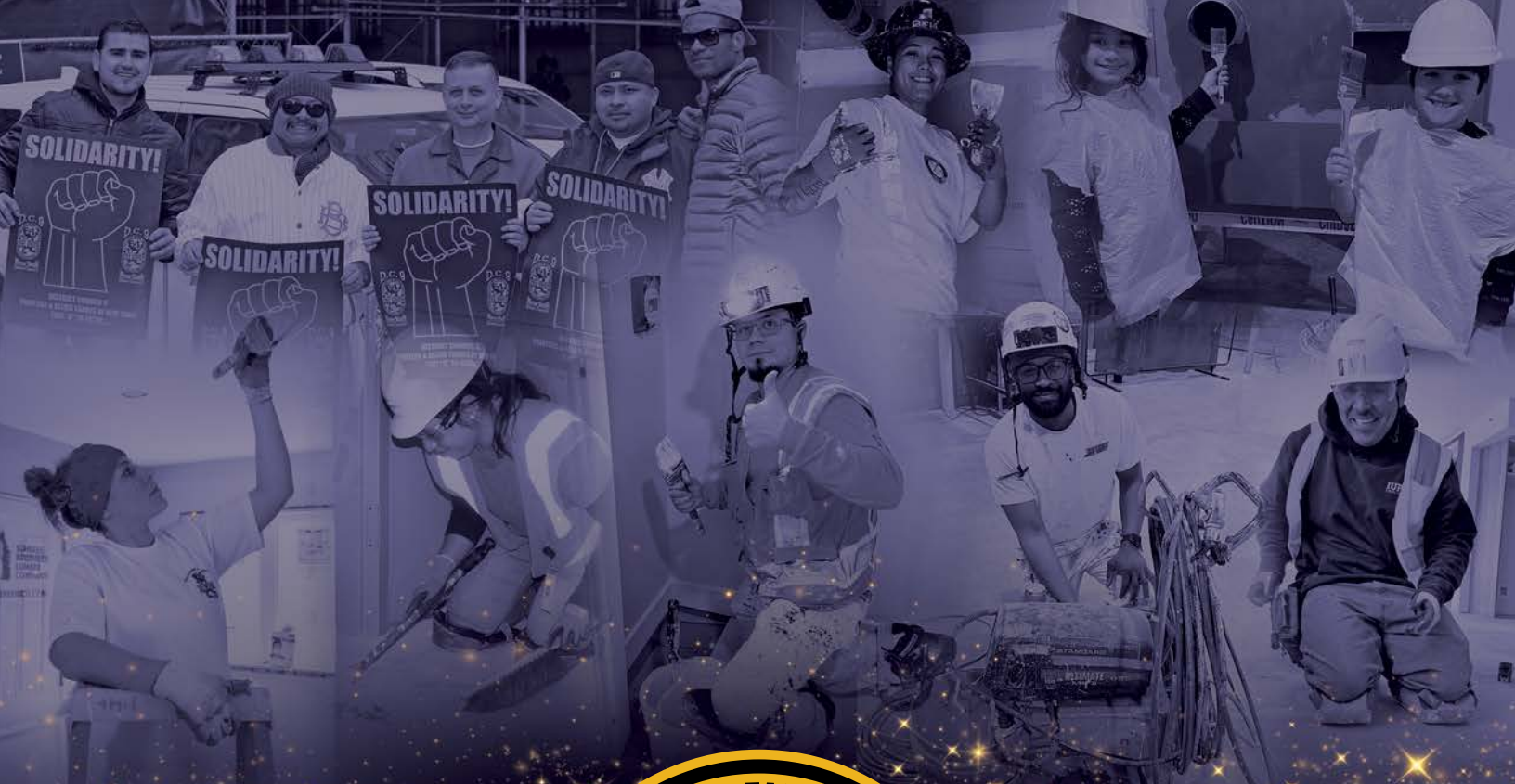
watered down our laws to make it nearly impossible for new groups of workers to form unions. We will advance the effort to pass the Protecting the Right to Organize (PRO) Act to fix these problems. In Canada, we will work with provincial governments to ensure we have the strongest labor law language possible.

We will not rest until bad employers who misclassify workers and steal our wages are driven out of business. Our laws must be made stronger with real enforcement mechanisms to protect workers who speak out about abuses and hold accountable employers who knowingly and willingly violate the law.

And we are going to continue to be a bold, transparent, effective connector between elected officials and our members. We will educate and advocate elected officials to adopt pro-worker, pro-IUPAT policies and budgets; and we will educate our members about what politicians say and what they do, and most importantly, when they don’t do what they say. We will shore up our own endorsement processes to make sure that members have input, that processes are clear and transparent, and that politicians are forced to answer to us about the issues that matter most to us.

Together, we will continue to build our countries and our economies so that anyone who wakes up in the morning willing to put in a hard day’s work can raise a family and be treated with dignity.

^[1] This calculation includes only 2021-2023





“Let’s get the word out about the important work we do at this Convention, and all that we do moving forward.”



GREGG SMITH

IUPAT General Secretary-Treasurer

ONE UNION • ONE FAMILY • ONE FIGHT

GENERAL SECRETARY-TREASURER GREGG SMITH'S REPORT TO THE MEMBERS

Welcome, IUPAT delegates, to the 33rd IUPAT General Convention. The last five years have been remarkably steeped in challenges and change, to say the least. Namely, just over seven months after we gathered at our 32nd General Convention in 2019, COVID-19 struck, and job sites throughout North America went dark.

Not even the recession so many years before compared to what we faced in 2020 with COVID. On top of the economic hardship our members faced when our countries literally shut down, our very health and well-being were seriously threatened by COVID.

I am pleased to report that the leadership of the IUPAT responded on the local level in every possible manner and still maintained the services required of the International. Response efforts included:

- The International Finishing Trades Institute developing safety courses and videos about the COVID threat on job sites that remained open.
- Over \$6,000,000 in forgiven per capita to Local Unions and District Councils to bolster their financial health between 2020-2023.
- The distribution of over \$4,000,000 in organizing assistance to District Councils in 2020.

Most importantly, the IUPAT Finishing Industries Disaster Relief Fund (FIDR) was utilized to give direct financial assistance to members stricken by COVID who suffered long-term absences from work as a result.

At the International, a salary reduction was put in place across the board and, unfortunately, we also made a number of temporary layoffs. In addition to other cost-cutting directives, these measures resulted in a 40% reduction in expenditures at the height of the COVID pandemic.

Thankfully, we eventually returned to work in full force. Even better, the Biden Administration spearheaded the passage of a historic bipartisan infrastructure investment package—one that is quickly creating job opportunities for our

members across the United States. In Canada, the demand for workers remains high as well.

With such opportunities before us and what seems to be a long stretch of work for us all on the horizon, we cannot settle or become complacent in our efforts to grow our union. We must resist an "everyone is working, that's good enough" attitude. Now is the time to resolve and build our union in any way possible.

That begins with growing the ranks of our apprentices. I know we are working on the local level to bring young men and women into our trades in schools throughout our countries. In the United States, we are also making unprecedented efforts to place Job Corps graduates in our programs, as well. Pre-apprenticeship programs like Job Corps are in place throughout both the United States and Canada and a valuable source for new apprentices. We as a union must be a part of them.

It is not enough, however, to bring these new apprentices through the door. We must ensure that they stay in our union. Mentorship is a powerful tool to achieve just that. Mentorship helps our apprentices build

their skills on the job site to become a valuable asset to our contractors. Mentorship also shows them the value of being a union apprentice.

Finally, we need to communicate with each other more. Share your success stories with fellow councils. Reach out to your counterparts for solutions to obstacles holding your own initiatives back. Just as importantly, talk to your fellow members in the field. Tell them about your week here at the Convention. Let them know that their leadership has plans in place and that we are moving forward with action to make for a stronger IUPAT. Resistance to change is typically the result of a lack of communication about what the change is and how it can make us better as a union. Let's get the word out about the important work we do not only at this Convention, but also what we will do moving forward.

I want to thank the entire staff of the Office of the General Secretary-Treasurer for their continued dedication to our union and the members.



FINANCIAL REPORT

GENERAL OFFICE ACTIVITIES

The duties of the General Secretary-Treasurer are detailed in Sections 53 through 60 of the IUPAT Constitution. This section of the General Officers' Report will provide an overview of those duties and how they are carried out on a day-to-day basis and how my office fulfills its responsibilities.

The major duties of my office are spelled out in Sections 54 (a), (b) and (c) of the Constitution, which address financial and membership recordkeeping requirements. This report has a section devoted to each of these responsibilities with detailed information provided on all aspects of our finances and membership.

Before you read the sections of the report on finances and membership, I will provide a summary of activities and highlights of the changes that have occurred over the past five years since we last met together as an entire International Union.

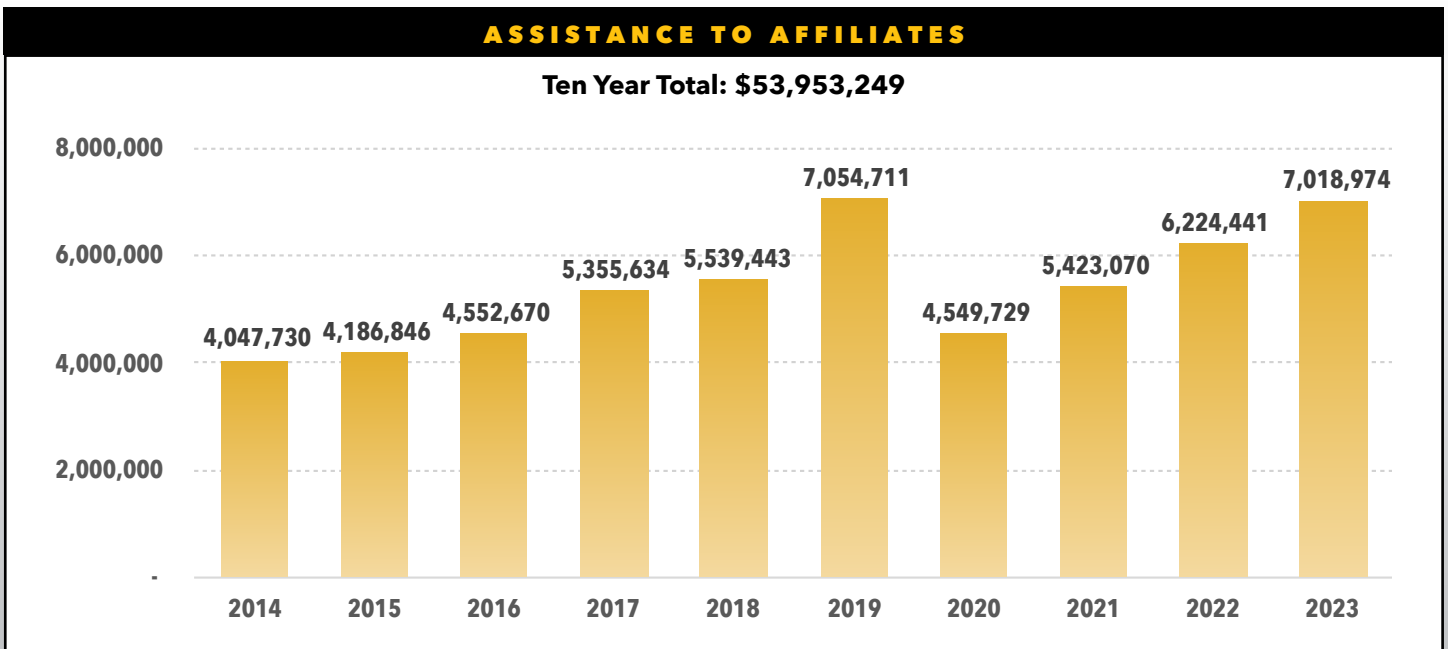
The areas I would like to address are financial status of the IUPAT and the Integrated Membership Systems due to IMSe and UNITE.

FINANCIAL STATUS OF THE IUPAT

Our financial status is a reflection of our membership and work hours gains and losses. Within a year after our last Convention, we had gained 1,690 members. However, from January 2020 through December 2022, we lost 7,540 members. This decline in membership is directly attributed to the impact of the COVID-19 pandemic on our industry, such as job losses, economic uncertainty, and changes in the workforce. Since January 2023, we have gained 2,474 members, showing gradual recovery, indicating partial stabilization but still below pre-pandemic levels.

At the same time, as shown in the graph below, we have maintained a steady increase in assistance to our affiliates in the past 7 years. Overall, in the past 10 years, we have paid back to our District Councils \$53,953,249 to be utilized in funding their respective organizing efforts.

The details of our finances are provided on the following pages.



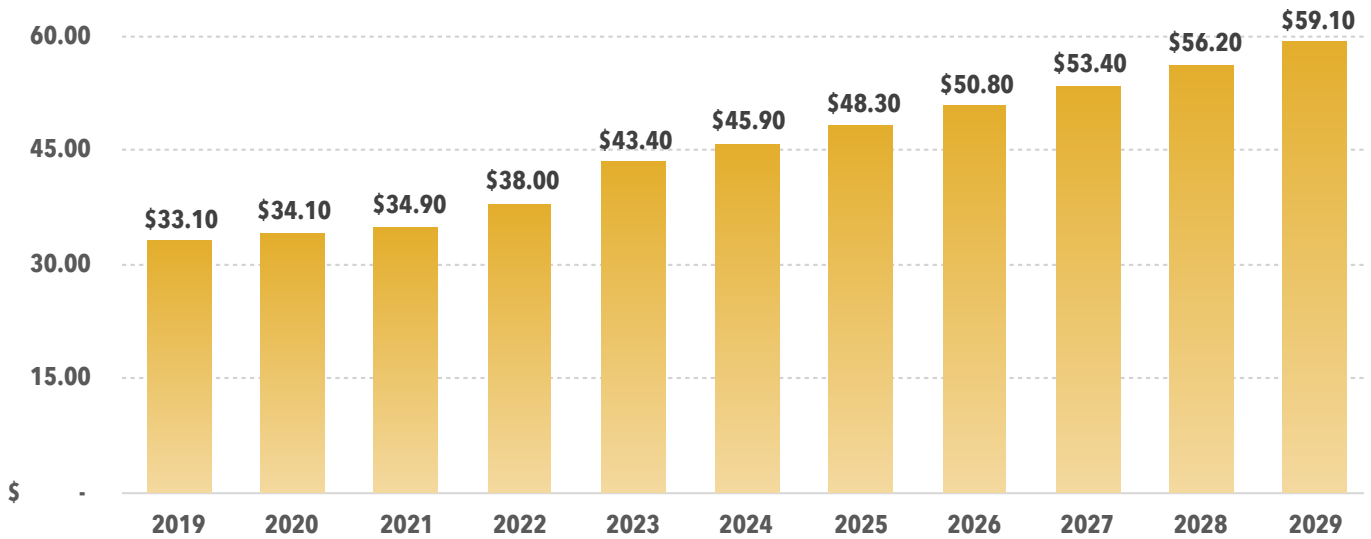
PROJECTED PER CAPITA TAX

At the last Convention, we made changes to the way our union is funded to make paying dues easier for seasonal work and temporarily unemployed members. As you can see from the chart below, if we had not made the change to freeze the per cap rate at \$33.10,

using the actual CPI based on the constitutionally mandated formula through the end of 2023, the per cap rate would be \$45.90 in 2024. Assuming a 3% CPI for the next five years, the per cap rate would be \$59.10 by the year 2029.

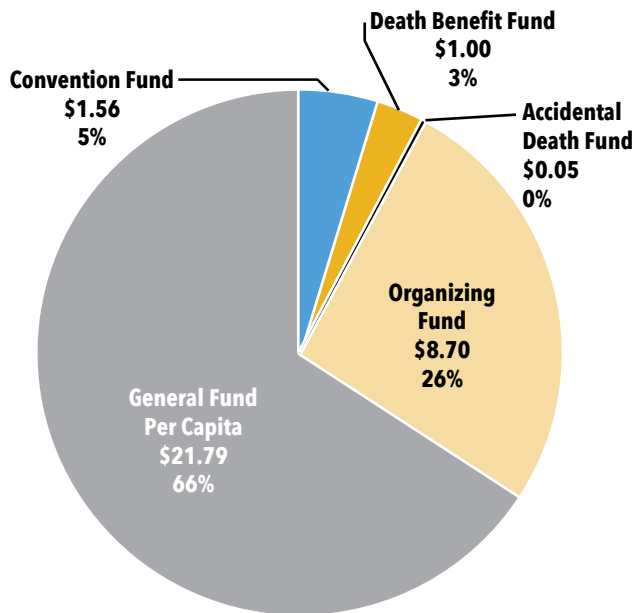
PROJECTED PER CAP 2019-2029

Includes Death Benefit
Note: Under current Per Cap formula assumes 3% CPI



2024 ALLOCATION OF PER CAPITA TAX & DEATH BENEFIT CONTRIBUTIONS

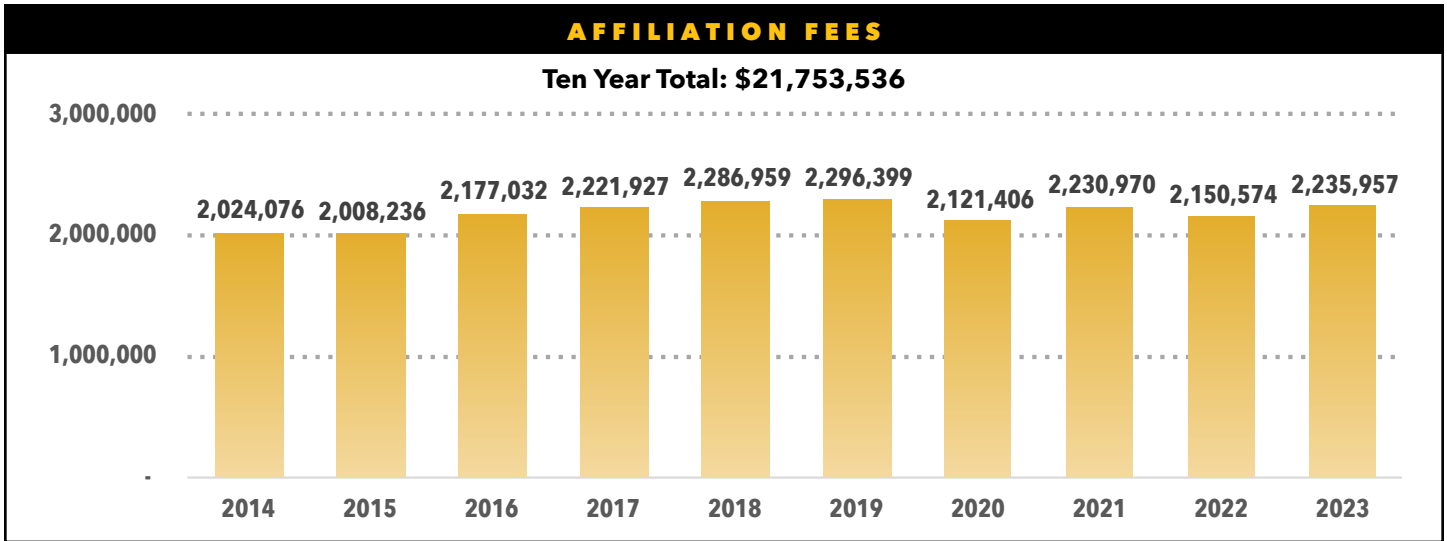
Regular Member \$33.10



- General Fund Per Capita
- Organizing Fund
- Convention Fund
- Death Benefit Fund
- Accidental Death Fund

Another major expense is what we pay in affiliation fees (per capita tax) annually to the following entities:

- American Federation of Labor-Congress of Industrial Organizations (AFL-CIO)
- North America's Building Trades Unions
- Maritime Trades Department
- Metal Trades Department
- Professional Employees Department
- Union Label Trades Department
- Canadian Federation of Labor
- Provincial Federations of Labor
- Union Sportsmen's Alliance
- Bluegreen Alliance
- National Heavy & Highway Coalition
- Transportation Trades
- AFL-CIO state per capita tax (we are one of about six unions that pays the state feds on behalf of our affiliates. By doing this, our District Councils or Local Unions save having to pay the state federations and we receive a discount by paying this way). The state federations that we pay cost the International Union over \$600,000 per year.



We believe as an organization affiliated with these entities that these affiliation fees are necessary to support keeping the house of labor together; however, from a financial standpoint, this represents over \$2,000,000 per year.

INTEGRATED MEMBERSHIP SYSTEMS (IMSE / UNITE)

We've utilized various tools over the past 15 years, including IMSe, LMS, TPC, Contrack, and multiple texting platforms; however, these systems were outdated, and had different methods of data sharing. In 2019, we formed a Steering Committee from key staff across our organization's International office to address this issue and move forward with our Information Systems platforms.

IMSe, our membership management, dues processing, and agreement management software which was built in 2008, had become outdated despite continuous upgrades. In 2021, we, along with the help of Linea Solutions, decided it would be best to send requests for proposals to replace IMSe with a newer technology. We received six proposals out of eight requests. The Steering Committee and Linea Solutions chose UnionTrack and their product, which we labeled UNITE, to replace IMSe, Contrack, and LMS and become our communications platform of the future.

After several months of discussions and programming adjustments, we started deploying UNITE in phases, with the first phase being communications and training. IUPAT and UnionTrack staff visited every District Council to train staff on the product and its capabilities. This deployment went relatively smoothly, and many of those councils continue to use these two pieces of the system today. As of April 2024, there have been over 4 million emails and almost 3 million text messages sent through the UNITE platform to our membership.

In September 2022, we started phase two of the UNITE deployment to transition District Councils' central collections

and membership management from IMSe to UNITE. In October 2022, we invited staff from 14 District Councils with similar dues structures to the IUPAT Headquarters for a one-week training session on the UNITE system. While we did not have many issues with the membership functions of this transition, we ran into major problems with the dues history migrations due to the UNITE system being much more of an accounting system compared to the spreadsheet approach of IMSe. Because of these issues, we paused future UNITE deployments.

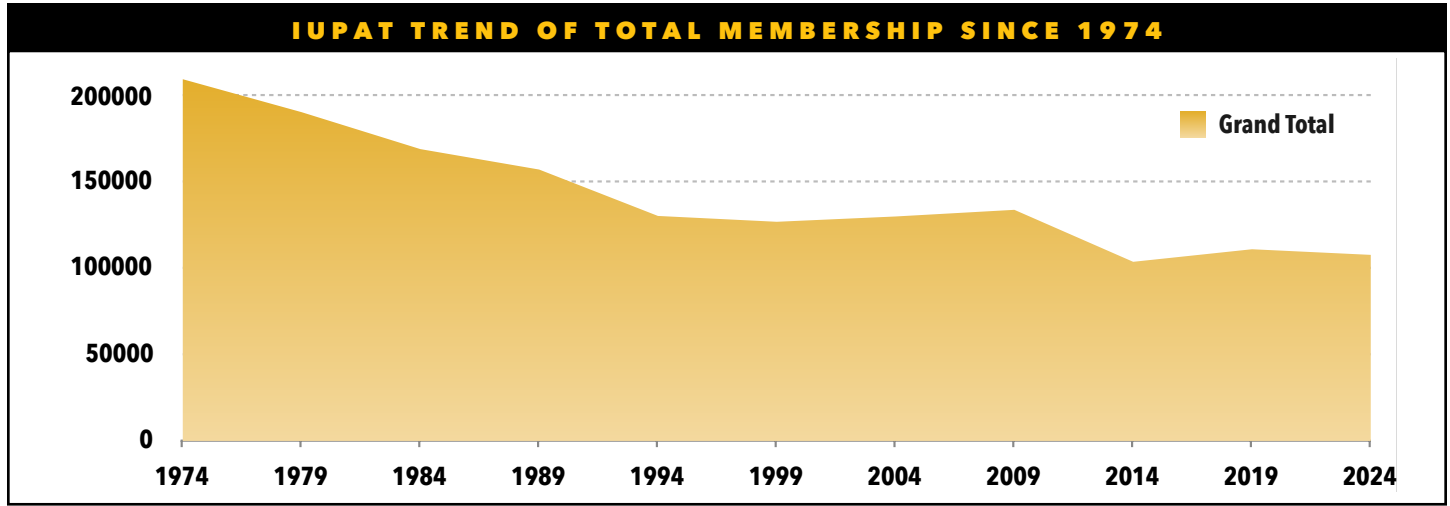
While those dues history issues always seemed like problems that could be fixed within the next few days, we continually ran into issues with paid through dates, during which time receipts with correct information were few and far between. In January 2023, we decided to pull the plug on migrating dues history and do a clean cut with just paid through dates and balances entered into UNITE. This decision proved to solve several of our issues, and by March 2023, we seemed to have started overcoming many of the obstacles that were causing us problems. As of April 2024, we have had over 250,000 payments processed within the UNITE system since the first migration.

To the District Councils, Local Unions, and members affected by the problems we had during our migrations in 2022, we are sorry for the issues and confusion caused during that time. We understand the transition to UNITE has been frustrating for everyone. We are fully committed to learning from these experiences and taking proactive steps to prevent similar situations in the future. In Fall 2023, we asked Linea Solutions to audit UnionTrack, as well as run the project to keep UnionTrack moving forward so we can start successful deployments of the UNITE platform to our remaining District Councils, which we expect to begin within the next few months.

REPORT ON MEMBERSHIP

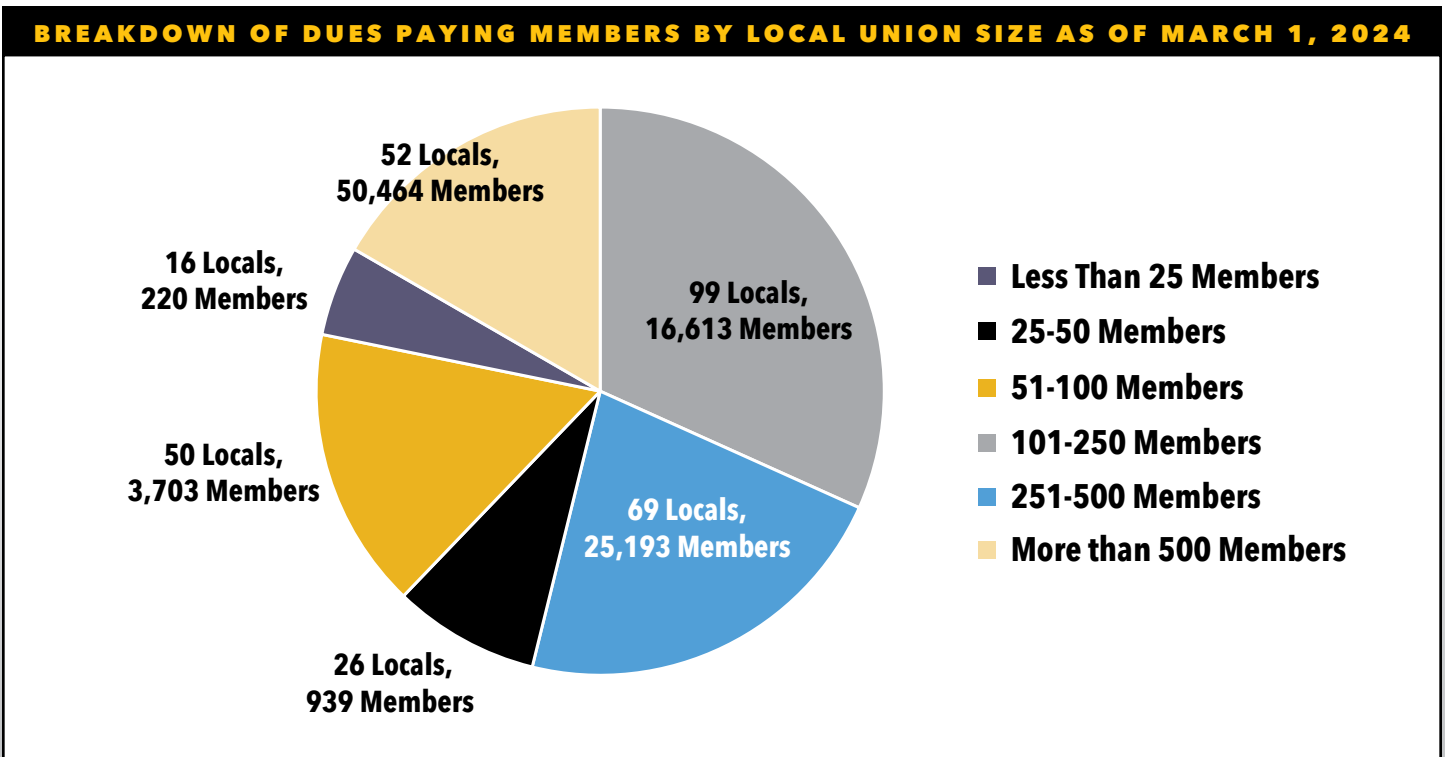
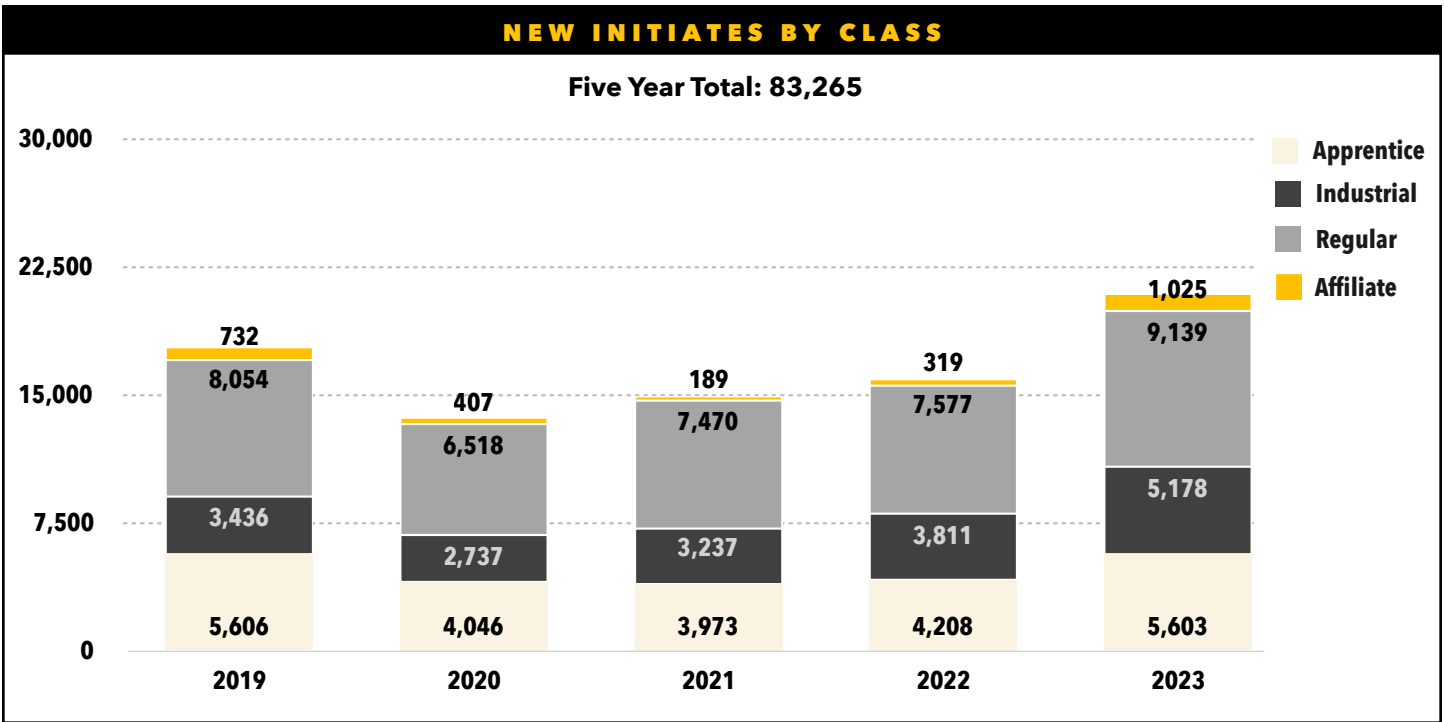
Pages 62-64 show our membership totals as of March 1, 2024, along with details of trends by membership

classification for the last five years. The graph below shows total membership since 1974.



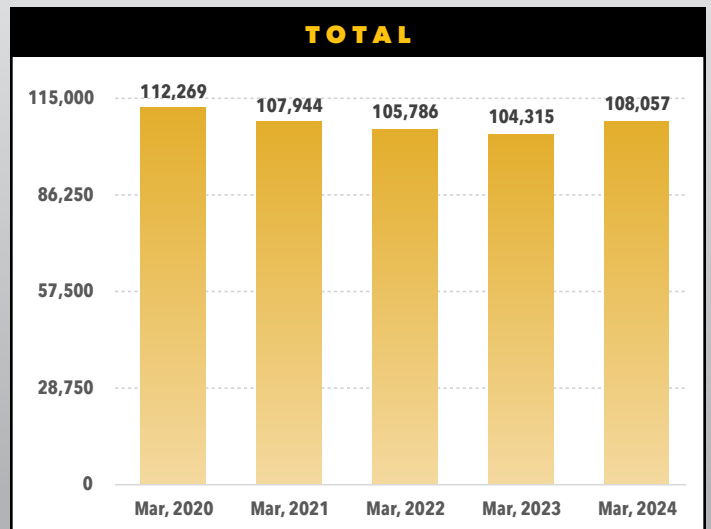
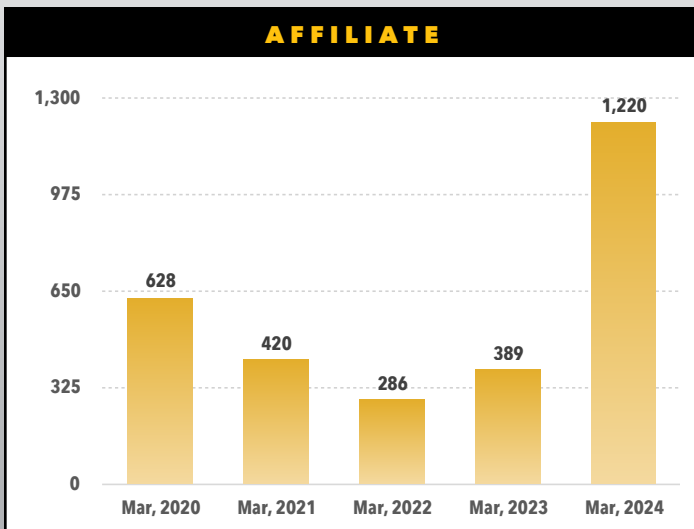
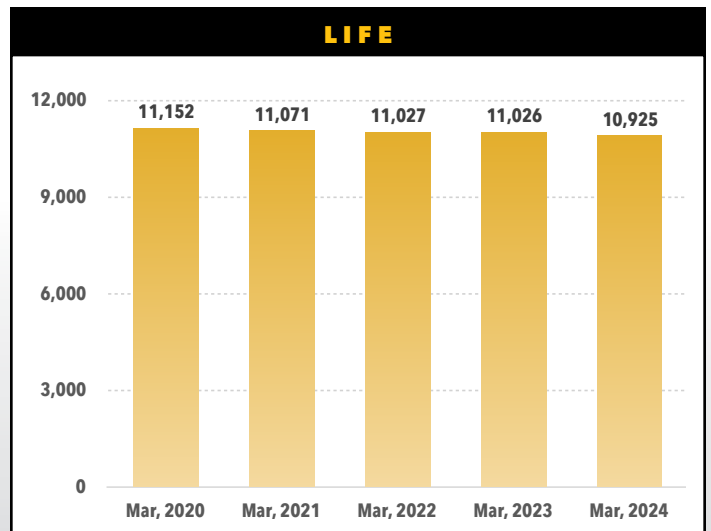
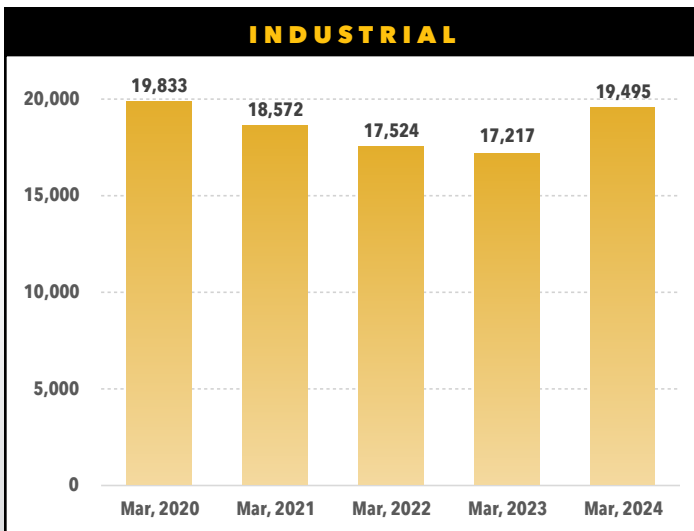
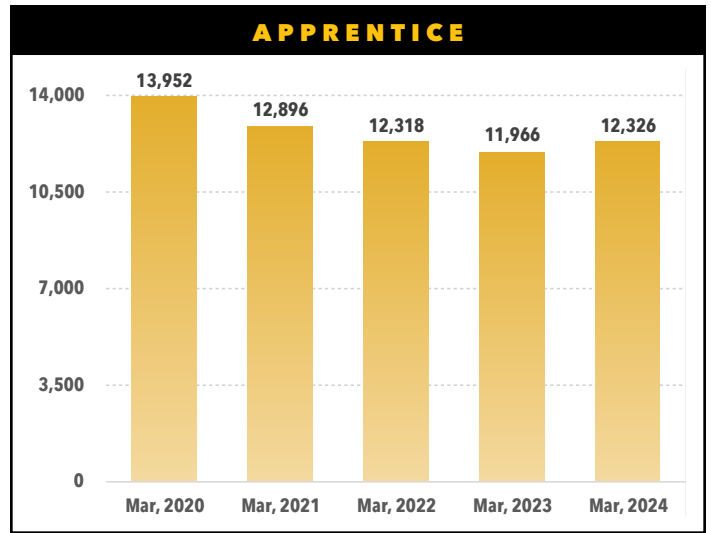
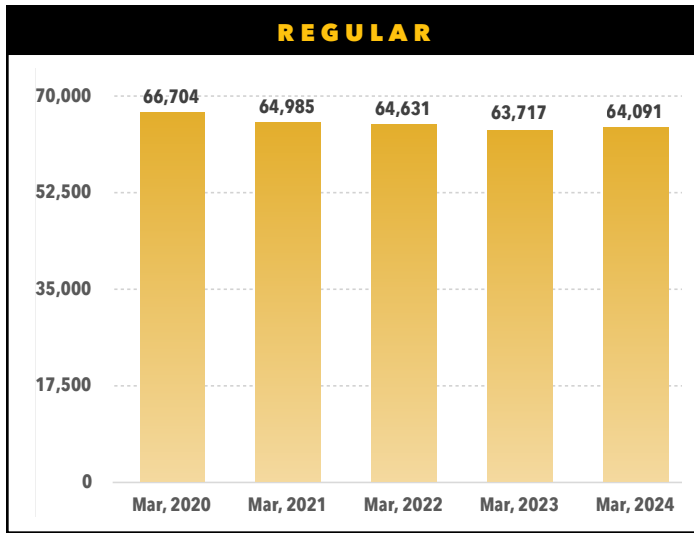
MEMBERSHIP BY DISTRICT COUNCILS (AS OF MARCH 1, 2024)

DISTRICT COUNCIL	HEADQUARTERED	LOCAL UNIONS	AFFILIATE	APPRENTICE	INDUSTRIAL	LIFE	REGULAR	GRAND TOTAL
3	Kansas City, Mo	5	1	125	105	175	736	1,142
4	Buffalo, NY	11	0	171	307	235	956	1,669
5	Seattle, WA	13	9	449	1,194	468	3,995	6,115
6	Cleveland, OH	20	0	306	378	693	2,510	3,887
7	Big Bend, WI	9	78	217	269	287	1,061	1,912
9	New York, NY	17	0	528	1,011	448	5,434	7,421
10	Houston, TX	7	8	347	722	167	670	1,914
11	Harford, CT	7	4	125	148	114	902	1,293
14	Chicago, IL	13	0	201	269	494	3,102	4,066
16	Livermore, CA	20	1	1,665	910	1,242	7,258	11,076
17	Winnipeg, MB, CN	3	0	101	142	34	789	1,066
21	Philadelphia, PA	12	1	520	720	897	3,651	5,789
30	Aurora, IL	9	171	119	2	220	1,136	1,648
35	Boston, MA	14	1	220	1,126	462	2,164	3,973
36	Monterey Park, CA	11	0	1,935	430	646	7,088	10,099
38	Burnaby, BC, CN	4	0	252	159	270	974	1,655
39	Dartmouth, NS, CN	6	0	307	160	51	617	1,135
46	Toronto, ON, CN	16	0	1,558	305	878	7,400	10,141
50	Honolulu, HI	5	0	613	72	115	1,150	1,950
51	Lanham, MD	8	30	135	266	104	699	1,234
53	Charleston, WV	8	11	113	1,846	152	556	2,678
57	Carnegie, PA	8	0	166	319	323	1,008	1,816
58	Collinsville, IL	21	3	653	585	635	2,455	4,331
77	Forest Park, GA	15	1	193	642	82	1,114	2,032
78	Orlando, FL	8	237	76	3,496	53	851	4,713
81	Des Moines, IA	9	0	209	791	237	933	2,170
82	Little Canada, MN	9	282	376	266	570	2,132	3,626
91	Merrillville, IN	10	13	266	467	492	1,148	2,386
97	Gatineau, QC, CN	3	0	0	2,062	16	0	2,078
1M	Warren, MI	10	0	380	326	365	1,459	2,530
Unaffiliated	Calcasieu Parish, LA	1	369	0	0	0	143	512
TOTALS		312	1,220	12,326	19,495	10,925	64,091	108,057



REPORT ON MEMBERSHIP

Below are details of trends by membership classification for the last five years.



DISTRICT COUNCIL COMPLIANCE AUDIT PROGRAM

In March 2017, the General Executive Board approved the establishment of the District Council Compliance Audit Program. This program is intended to review District Council compliance with the IUPAT Constitution, the District Council bylaws, and any applicable governmental laws.

We intend to audit all District Councils within a five-year span. This goal was not achieved because the audit program was stopped during the pandemic. The program was developed to support our District Council officers in carrying out their responsibilities in accounting for and safeguarding the assets of their respective District Councils.

This program will also help our officers in preparing for what we anticipate to be enhanced governmental scrutiny of the operations of labor organizations in the United States and Canada.

The General President has assigned my office to facilitate these audits with the Business Manager/Secretary-Treasurers of our District Councils.

Since the program's inception in 2017, we have performed 25 audits. This program has been well-received by the BM/ST of each District Council as the audits have been completed.

SHARED ACCOUNTING SERVICES

Pursuant to the Shared Services Agreement between the IUPAT and the jointly trustee International trust funds, the IUPAT continues to provide shared services for Accounting, Information Systems (IS), and Human Resources (HR) to the trust funds.

The Shared Services Agreement offers several benefits, such as;

Cost Efficiency: By consolidating services under one agreement, the union and the trust funds can achieve cost savings through economies of scale. This includes reduced overhead costs and shared resources.

Standardization: The agreement promotes the standardization of processes, procedures, and systems across all entities. This consistency helps streamline operations, reduce errors, and enhance overall effectiveness.

Resource Optimization: Shared services allow for better resource allocation. Instead of each entity maintaining separate departments for Accounting, IS, and HR, resources can be pooled and allocated based on actual needs. This ensures that these functions are managed by professionals who are knowledgeable in



their respective fields, leading to improved quality and efficiency.

The costs of the Shared Services Agreement are reviewed annually by an outside audit firm to ensure all cost allocations are accurate to all of the IUPAT entities.

Overall, the Shared Services Agreement has brought about operational efficiencies, cost savings, and improved quality for the union and the trust funds in managing key functions like Accounting, IS, and HR.

FINANCIAL OPERATIONS

Section 54 (a) of IUPAT Constitution dictates the General Secretary-Treasurer is responsible for the receiving and accounting of the funds of our union. Currently under my jurisdiction are the following IUPAT funds:

- General Operating Fund
- Death Benefit Fund
- Accidental Death Fund
- Organizing Fund
- Convention Fund
- Finishing Industries Disaster Relief (FIDR) Fund
- Building Corporation LLC
- Issues Campaign

This section provides a brief description of these funds, accompanied by a summary of financial activity since 2019. This information is presented as a reference for the delegates as they consider the business at hand during the General Convention.

GENERAL OPERATING FUND

The General Operating Fund of our International consists of the assets and revenues used to run the day-to-day operations of the IUPAT.

GENERAL OPERATING FUNDS							
International Union of Painters and Allied Trades							
Comparative Statement of Revenues, Expenses, and Changes in Net Assets For the Period 2019 through March 2024 (US Dollars)							
	2019	2020	2021	2022	2023	YTD MAR 2024	Totals
REVENUE:							
Per Capita	\$ 20,607,487	\$ 17,421,740	\$ 19,100,992	\$ 19,227,915	\$ 19,342,592	\$ 5,083,361	\$ 100,784,087
International Admin Dues	\$ -	\$ 2,616,573	\$ 4,472,751	\$ 5,845,238	\$ 10,756,845	\$ 2,754,138	\$ 26,445,545
Administrative Processing, Reinstatement and Clearance Card Fees	\$ 508,048	\$ 370,309	\$ 447,763	\$ 434,881	\$ 444,217	\$ 97,045	\$ 2,302,263
Investment Income Net of Fees	\$ 1,227,950	\$ 869,277	\$ 17,426	\$ (660,005)	\$ 1,825,968	\$ 384,084	\$ 3,664,700
Administrative Cost Reimbursements	\$ 7,146,877	\$ 5,766,866	\$ 4,630,902	\$ 5,091,022	\$ 5,344,453	\$ 1,194,702	\$ 29,174,822
Royalties and Reimbursements	\$ 136,417	\$ 131,873	\$ 139,281	\$ 168,960	\$ 237,714	\$ 20,880	\$ 835,125
Local Union Supplies and Bond Premiums	\$ 12,070	\$ 170,013	\$ 6,918	\$ 15,459	\$ 178,743	\$ 160	\$ 383,363
Other	\$ 515,892	\$ 460,241	\$ 2,171,572	\$ 672,251	\$ 462,040	\$ 166,241	\$ 4,448,237
Total Revenues	\$ 30,154,741	\$ 27,806,892	\$ 30,987,605	\$ 30,795,721	\$ 38,592,572	\$ 9,700,611	\$ 168,038,142
EXPENSES:							
Personnel Costs	\$ 18,557,446	\$ 15,957,583	\$ 18,916,781	\$ 18,490,663	\$ 20,693,780	\$ 4,907,796	\$ 97,524,049
Affiliation Fees	\$ 2,296,399	\$ 2,121,406	\$ 2,230,970	\$ 2,150,574	\$ 2,235,957	\$ 434,120	\$ 11,469,426
Communications (Includes Cost of IUPAT Journal)	\$ 959,299	\$ 719,308	\$ 397,233	\$ 686,809	\$ 861,550	\$ 51,351	\$ 3,675,550
Conferences, Committees and Seminars	\$ 1,658,459	\$ 356,363	\$ 1,984,720	\$ 2,396,381	\$ 3,813,112	\$ 255,386	\$ 10,464,421
Financial Assistance to Affiliates	\$ 773,744	\$ 250,000	\$ 12,681	\$ 51,609	\$ 15,000	\$ -	\$ 1,103,034
Regional Organizing Efforts	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,000
Legal and Litigation	\$ 187,688	\$ 97,797	\$ 359,742	\$ 828,937	\$ 930,542	\$ 234,003	\$ 2,638,709
Audit & Professional Fees	\$ 691,700	\$ 1,035,352	\$ 1,085,377	\$ 1,048,392	\$ 1,079,041	\$ 270,703	\$ 5,210,565
Charitable Contributions	\$ 435,933	\$ 431,286	\$ 150,369	\$ 329,241	\$ 289,937	\$ 71,621	\$ 1,708,387
Political Contributions	\$ 310,402	\$ 1,011,239	\$ 621,338	\$ 728,513	\$ 215,642	\$ 13,138	\$ 2,900,272
Local Union Supplies and Bond Premiums	\$ 41,819	\$ 187,625	\$ 65,527	\$ 92,903	\$ 216,162	\$ 2,284	\$ 606,320
Administrative, Office and General Office and Computer Equipment	\$ 1,385,424	\$ 605,172	\$ 807,928	\$ 1,160,564	\$ 1,532,194	\$ 306,077	\$ 5,797,359
Occupancy	\$ 68,541	\$ 70,529	\$ 69,801	\$ 84,654	\$ 95,972	\$ 30,650	\$ 420,147
Postage, Printing and Supplies	\$ 236,582	\$ 170,318	\$ 301,047	\$ 342,157	\$ 558,088	\$ 109,289	\$ 1,717,481
Insurance	\$ 258,148	\$ 259,560	\$ 284,878	\$ 322,042	\$ 343,095	\$ 55,877	\$ 1,523,600
Depreciation & Amortization	\$ -	\$ -	\$ -	\$ 8,600	\$ 158,040	\$ 26,340	\$ 192,980
Currency Translation	\$ (73,954)	\$ 338,381	\$ (13,310)	\$ 185,409	\$ (58,319)	\$ (134,389)	\$ 243,818
Other	\$ 700,989	\$ 554,224	\$ 256,172	\$ 403,156	\$ 1,227,891	\$ 1,034,832	\$ 4,177,264
Total Expenses	\$ 28,513,619	\$ 24,166,143	\$ 27,531,254	\$ 29,310,604	\$ 34,207,684	\$ 7,669,078	\$ 151,398,382
Excess (Deficiency) of Revenue over Expenses	\$ 1,641,122	\$ 3,640,749	\$ 3,456,351	\$ 1,485,117	\$ 4,384,888	\$ 2,031,533	\$ 16,639,760
Beginning Net Assets for January 1, 2019							\$ 33,596,345
Ending Net Assets for March 31, 2024							\$ 50,236,105

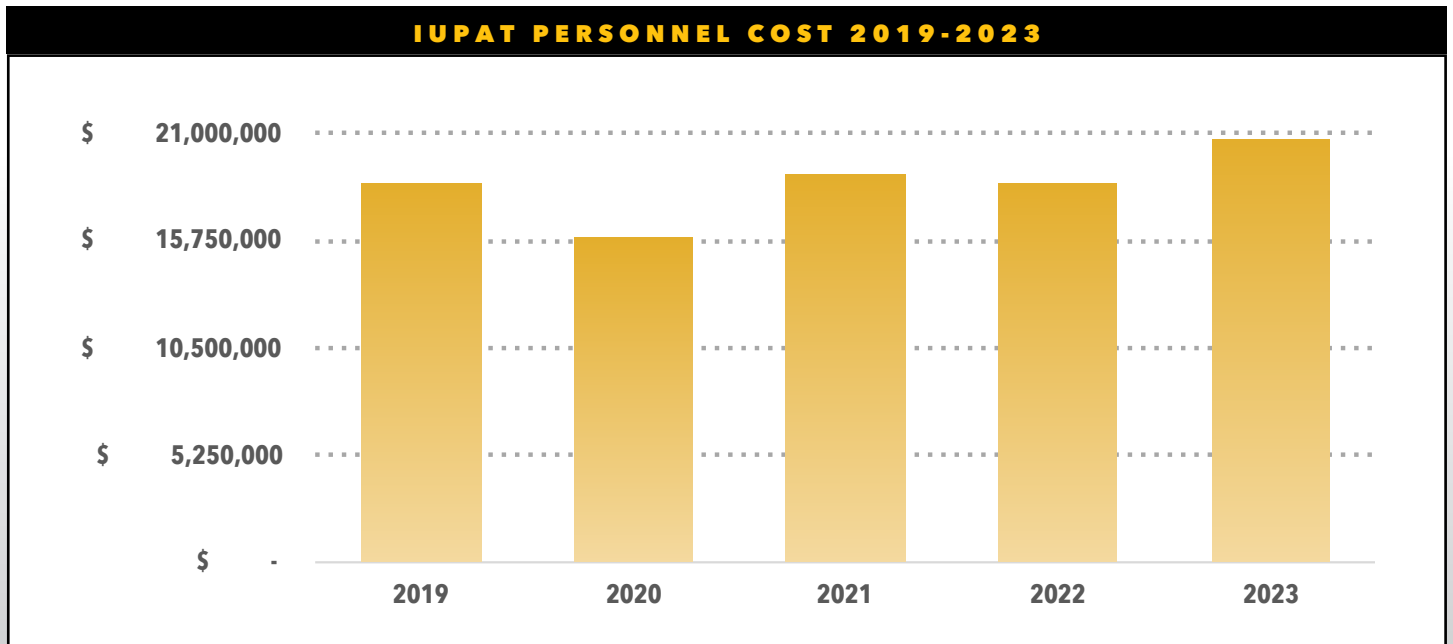
A portion of our per capita tax, admin dues, and administrative processing fee make up the majority of the income for this fund, along with the investment income. My office offers supportive services to the affiliated funds and receives an administrative cost reimbursement that generates income for the fund. Personnel costs for the administration of the IUPAT, affiliation fees for membership in the AFL-CIO, general office expenses, conferences, meetings, and seminars account for the majority of the expenses secured against the General Operating Fund. As of March 31, 2024, the ending net assets of the General Operating Fund were \$50,236,105.

Personnel costs are the largest expenditure for a labor union. We continue to keep this number down despite the increases in benefit costs we all have experienced. We currently have 88 total staff members, and at the last Convention, we had 85 total staff members.

The increase to personnel costs is not just the added workforce, but also the increased benefit payment to the International Pension Fund rehabilitation plan and the Health & Welfare. Even with the increased cost, we are still below the 96 staff members we had in 2001.

My office continues to maintain a fiscally prudent attitude, while continuing to fund the policies and programs of the IUPAT and service our affiliates and members.

PERSONNEL COST FOR THE PERIOD 2019 THROUGH 2023						
	2019	2020	2021	2022	2023	Totals
Personnel Cost	\$ 18,557,446	\$ 15,957,583	\$ 18,916,781	\$ 18,490,663	\$ 20,693,780	\$ 92,616,253



DEATH BENEFIT FUND

Established by the IUPAT in 1887, total death benefit payments have exceeded \$146,000,000 since its inception.

In 2010, we used the Death Benefit Fund to fund the mortgage for our campus in Hanover. The fund loaned

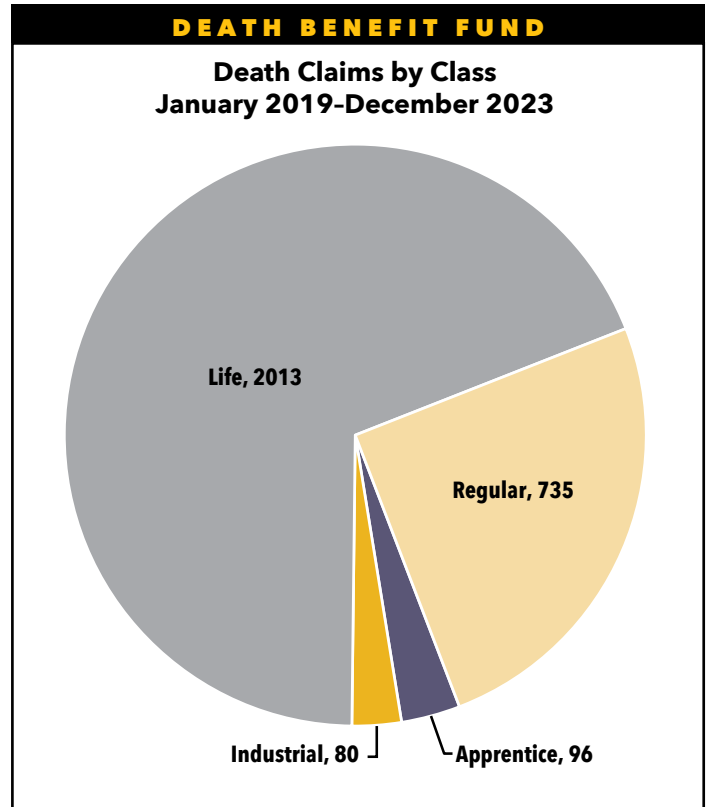
the Building Corporation \$14 million for 30 years at 5% interest. This stabilized the investment income of the Death Benefit Fund because the bulk of the fund is now making a steady 5% fixed income.

At the same time, membership loss and fewer members transferring to Life Membership upon

retirement have resulted in fewer claims. Over the last 10 years, we have averaged about nine fewer claims per month, which translates to \$324,000 per year less in benefit payments from the Death Benefit Fund.

All of these, and the gain from investment, have resulted in the steady growth of the fund in the last five years.

The total assets in the Death Benefit Fund were \$33,469,006 as of March 31, 2024. This represents an increase of \$8,927,486. The total number of claims paid out from January 1, 2019 through March 31, 2024 was 3,054. These claims resulted in \$8,584,786 (U.S. dollars) being dispersed as benefits. The benefits paid vary in amount depending upon the classification of the benefit. The majority of the payments from the fund are for the normal death benefit in the amount of \$3,000. Financial information and other information relating to the Death Benefit Fund is contained on this page.



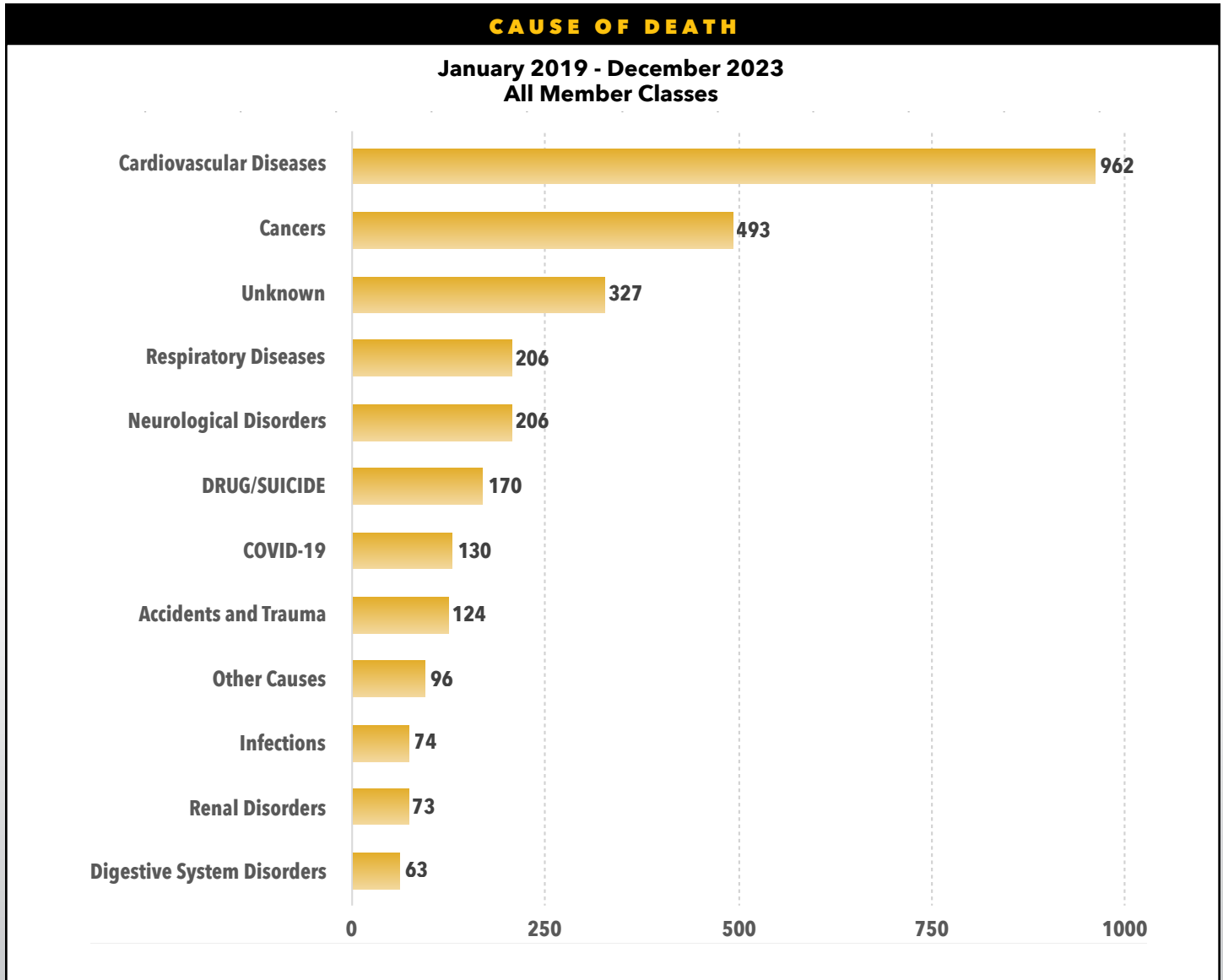
DEATH BENEFIT FUND								
International Union of Painters & Allied Trades								
Statement of Revenues, Expenses and Changes in Net Assets For the Period 2019 through March 2024								
	2019	2020	2021	2022	2023	YTD MAR 2024	Totals	
REVENUES:								
Benefit Contributions	\$ 1,011,824	\$ 834,632	\$ 933,047	\$ 945,231	\$ 955,457	\$ 255,069	\$ 4,935,260	
Investment Income Net of Fees	\$ 3,485,111	\$ 683,493	\$ 4,176,682	\$ 64,960	\$ 2,393,852	\$ 1,842,160	\$ 12,646,258	
Other	\$ 10,203	\$ 2,500	\$ 20,069	\$ 19,044	\$ 18,001	\$ -	\$ 69,817	
Total Revenues	\$ 4,507,138	\$ 1,520,625	\$ 5,129,798	\$ 1,029,235	\$ 3,367,310	\$ 2,097,229	\$ 17,651,335	
EXPENSES:								
Benefit Payments	\$ 1,466,765	\$ 1,414,749	\$ 2,003,898	\$ 1,720,704	\$ 1,603,670	\$ 375,000	\$ 8,584,786	
Audit & Other Professional Fees	\$ 29,400	\$ 29,700	\$ 30,050	\$ 32,400	\$ 30,750	\$ 10,000	\$ 162,300	
Currency Translation	\$ (8,706)	\$ (4,626)	\$ 470	\$ 8,349	\$ (1,771)	\$ (36,100)	\$ (42,384)	
Other	\$ 15,375	\$ 470	\$ 1,796	\$ 1,506	\$ -	\$ -	\$ 19,147	
Total Expenses	\$ 1,502,834	\$ 1,440,293	\$ 2,036,214	\$ 1,762,959	\$ 1,632,649	\$ 348,900	\$ 8,723,849	
Excess(Deficiency) of Revenues over Expenses	\$ 3,004,304	\$ 80,332	\$ 3,093,584	\$ (733,724)	\$ 1,734,661	\$ 1,748,329	\$ 8,927,486	
Beginning Net Assets for January 1, 2019							\$	24,541,520
Ending Net Assets for March 31, 2024							\$	33,469,006

The causes of death of members who qualified for the death benefit between January 2019 - December 2023 are seen in a chart below. The three main causes of death are:

- A. Cardiovascular Diseases 962 deaths
- B. Cancers 493 deaths
- C. Respiratory Diseases 206 deaths

Over the last five years, among active members who passed away, drug overdose or suicide is the second leading cause of death at 17.67%.

5.05% of active member deaths and 4.45% of all member deaths were caused by COVID-19.



ORGANIZING AND GROWTH AND OPPORTUNITY (GO) FUNDS

At the 29th General Convention, the delegates passed a resolution establishing the Organizing Fund for the IUPAT, which is governed under Section 318 of the IUPAT Constitution. In 2008, the General Executive Board established the Growth and Opportunity Fund (GO Fund) to defray the cost of our affiliates engaging in new opportunities to expand our organization.

As of March 31, 2014, the Organizing Fund and GO Fund merged into one Organizing Fund for the IUPAT. The Organizing Fund receives its revenue from an allocation of per capita tax, which is currently \$8.70 per member per month, as shown in the pie chart on page 60. From January 1, 2019 through March 31, 2024, the Organizing Fund provided \$30,069,828 in direct financial assistance to our affiliates. As of March 31, 2024, the Organizing Fund had net assets totaling \$3,827,615 resulting in 4 months of liquid reserves.

ORGANIZING & GO FUNDS							
International Union of Painters & Allied Trades							
Statement of Revenues, Expenses and Changes in Net Assets For the Period 2019 Through March 2024							
	2019	2020	2021	2022	2023	YTD MAR 2024	Totals
REVENUES:							
Per Capita	\$ 9,508,571	\$ 7,958,930	\$ 8,668,311	\$ 8,647,924	\$ 8,958,529	\$ 2,314,306	\$ 46,056,571
Investment Income Net of Fees	\$ 165,128	\$ 120,487	\$ (7,569)	\$ (75,039)	\$ 113,496	\$ 21,266	\$ 337,769
Other	\$ 1,534,084	\$ 145	\$ 109,507	\$ -	\$ 1,003,725	\$ 500,000	\$ 3,147,461
Total Revenues	\$ 11,207,783	\$ 8,079,562	\$ 8,770,249	\$ 8,572,885	\$ 10,075,750	\$ 2,835,572	\$ 49,541,801
EXPENSES:							
Personnel Costs	\$ 4,156,697	\$ 3,486,451	\$ 2,529,506	\$ 2,559,140	\$ 2,574,141	\$ 721,001	\$ 16,026,936
Assistance to Affiliates	\$ 6,202,082	\$ 4,127,919	\$ 5,279,383	\$ 5,995,038	\$ 6,869,462	\$ 1,595,944	\$ 30,069,828
Regional Organizing Efforts	\$ 536,549	\$ 597,800	\$ 477,207	\$ 303,754	\$ 1,094,623	\$ 105,578	\$ 3,115,511
Legal & Litigation	\$ 163,235	\$ 145,882	\$ 93,176	\$ 119,570	\$ 241,822	\$ 141,359	\$ 905,044
Audit & Other Professional Fees	\$ 143,780	\$ 70,431	\$ 168,950	\$ 234,854	\$ 275,401	\$ 51,200	\$ 944,616
Administrative, Office and General Office and Computer Equipment	\$ 2,292	\$ 2,700	\$ 1,454	\$ 1,291	\$ -	\$ -	\$ 7,737
Postage, Printing & Supplies	\$ 3,228	\$ 10,292	\$ 3,195	\$ 1,687	\$ 1,210	\$ 663	\$ 20,275
Currency Translation	\$ 8,892	\$ 20,504	\$ 29,018	\$ 14,757	\$ (18,048)	\$ 42,777	\$ 97,900
Other	\$ -	\$ -	\$ -	\$ -	\$ 30	\$ -	\$ 30
Total Expenses	\$ 11,216,755	\$ 8,461,979	\$ 8,581,889	\$ 9,230,091	\$ 11,038,641	\$ 2,658,522	\$ 51,187,877
Excess (Deficiency) of Revenues Over Expenses	\$ (8,972)	\$ (382,417)	\$ 188,360	\$ (657,206)	\$ (962,891)	\$ 177,050	\$ (1,646,076)
Beginning Net Assets for January 1, 2019							\$ 5,473,691
Ending Net Assets for March 31, 2024							\$ 3,827,615

BUILDING CORPORATION LLC

The IUPAT Building Corporation, LLC was formed on December 14, 2004, to acquire and hold title to the property to be used for the International headquarters complex. Rental income from the tenants at the International headquarters campus, along with income

from the residence hall, make up the majority of the revenue for this fund. From January 1, 2019 through March 31, 2024, the Building Corps received \$16,385,341 in revenue. As of March 31, 2024, the building corps net assets equal \$4,470,562.

BUILDING FUND							
International Union of Painters & Allied Trades							
Statement of Revenues, Expenses and Changes in Net Assets For the Period 2019 through March 2024							
	2019	2020	2021	2022	2023	YTD MAR 2024	Totals
REVENUES:							
Investment Income Net of Fees	\$ 238,603	\$ 212,697	\$ (18,695)	\$ (139,623)	\$ 180,410	\$ 28,811	\$ 502,203
Rent	\$ 2,062,971	\$ 2,138,190	\$ 1,939,783	\$ 1,730,982	\$ 1,978,761	\$ 464,682	\$ 10,315,369
Administrative Cost Reimbursements	\$ 158,506	\$ 105,753	\$ 98,650	\$ 146,725	\$ 188,208	\$ 61,350	\$ 759,192
Residence Hall Income	\$ 855,054	\$ 181,628	\$ 441,363	\$ 910,662	\$ 1,115,127	\$ 176,452	\$ 3,680,286
Other	\$ 500,022	\$ 711	\$ 104,646	\$ 16,772	\$ 6,140	\$ 500,000	\$ 1,128,291
Total Revenues	\$ 3,815,156	\$ 2,638,979	\$ 2,565,747	\$ 2,665,518	\$ 3,468,646	\$ 1,231,295	\$ 16,385,341
EXPENSES:							
Personnel Costs	\$ 279,603	\$ 406,826	\$ 696,167	\$ 910,360	\$ 981,828	\$ 242,648	\$ 3,517,432
Legal & Litigation	\$ 381	\$ 391	\$ 1,224	\$ 2,511	\$ 4,130	\$ 188	\$ 8,825
Audit & Other Professional Fees	\$ 65,453	\$ 76,902	\$ 138,688	\$ 88,446	\$ 143,465	\$ 29,603	\$ 542,557
Residence Hall Expenses	\$ 1,275,017	\$ 333,911	\$ 184,816	\$ 680,023	\$ 781,639	\$ 175,061	\$ 3,430,467
Administrative, Office and General Office and Computer Equipment	\$ 456,733	\$ 297,315	\$ 358,798	\$ 262,927	\$ 443,209	\$ 19,663	\$ 1,838,645
Occupancy	\$ 1,255,647	\$ 1,160,591	\$ 1,089,870	\$ 1,315,462	\$ 1,249,392	\$ 221,452	\$ 6,292,414
Postage, Printing and Supplies	\$ 169,051	\$ 101,441	\$ 101,948	\$ 134,465	\$ 195,908	\$ 98,766	\$ 801,579
Insurance	\$ -	\$ -	\$ 250	\$ -	\$ -	\$ -	\$ 250
Depreciation & Amorization	\$ 1,676,549	\$ 1,673,905	\$ 1,669,210	\$ 1,697,553	\$ 1,706,159	\$ 288,761	\$ 8,712,137
Other	\$ 20,375	\$ 22,170	\$ 27,103	\$ 48,417	\$ 60,965	\$ 10,886	\$ 189,916
Total Expenses	\$ 5,198,809	\$ 4,073,452	\$ 4,268,074	\$ 5,140,164	\$ 5,566,695	\$ 1,087,028	\$ 25,334,222
Excess (Deficiency) of Revenues over Expenses	\$ (1,383,653)	\$ (1,434,473)	\$ (1,702,327)	\$ (2,474,646)	\$ (2,098,049)	\$ 144,267	\$ (8,948,881)
Beginning Net Assets for January 1, 2019							\$ 13,419,443
Ending Net Assets for March 31, 2024							\$ 4,470,562

CONVENTION FUND

In accordance with Section 21 of the IUPAT Constitution, this fund exists to defray the cost of our General Conventions. Its income is derived from allocating five percent of all assessments levied on our District Councils and Local Unions for per capita tax, administrative processing fees, reinstatement fees, clearance card fees, and leave of absence fees.

The Convention Fund balance as of January 1, 2019, was \$7,223,277. The total expenses paid from the fund for the 32nd General Convention in Las Vegas, Nevada, were \$6,835,263. The delegate costs are as follows: \$718,131 for hotel, \$749,788 for mileage, and \$222,950 for per diem. A more detailed breakdown of the 2019 and prior Convention costs is contained in the historical data section of this report.

CONVENTION FUND							
International Union of Painters & Allied Trades							
Statement of Revenues, Expenses and Changes in Net Assets For the Period 2019 Through March 2024							
	2019	2020	2021	2022	2023	YTD MAR 2024	Totals
REVENUES:							
Per Capita	\$ 1,533,082	\$ 1,293,610	\$ 1,414,843	\$ 1,419,221	\$ 1,444,760	\$ 378,569	\$ 7,484,085
Administrative processing, Reinstatement and Clearance Card Fees	\$ 31,577	\$ 19,636	\$ 25,161	\$ 25,391	\$ 27,052	\$ 5,842	\$ 134,659
Investment Income Net of Fees	\$ 169,992	\$ 7,156	\$ (11,781)	\$ (72,642)	\$ 261,875	\$ 53,611	\$ 408,211
Other	\$ 81,951	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 81,951
Total Revenues	\$ 1,816,602	\$ 1,320,402	\$ 1,428,223	\$ 1,371,970	\$ 1,733,687	\$ 438,022	\$ 8,108,906
EXPENSES:							
Personnel Costs	\$ 152,689	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 152,689
Communications	\$ 122,238	\$ 11,544	\$ 38,213	\$ 18,791	\$ -	\$ -	\$ 190,786
Convention	\$ 6,333,296	\$ (2,375)	\$ -	\$ -	\$ 480	\$ -	\$ 6,331,401
Audit and other professional fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,500	\$ 17,500
Administrative, Office and General Office and Computer Equipment	\$ 121,598	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 121,598
Postage, Printing and Supplies	\$ 68,295	\$ 60,950	\$ -	\$ -	\$ -	\$ -	\$ 129,245
Currency Translation	\$ 2,995	\$ 1,228	\$ 310	\$ 2,755	\$ (2,116)	\$ 1,954	\$ 7,126
Other	\$ 1,502,298	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,502,298
Total Expenses	\$ 8,303,409	\$ 71,347	\$ 38,523	\$ 21,546	\$ (1,636)	\$ 19,454	\$ 8,452,643
Excess (Deficiency) of Revenue Over Expenses	\$ (6,486,807)	\$ 1,249,055	\$ 1,389,700	\$ 1,350,424	\$ 1,735,323	\$ 418,568	\$ (343,737)
Beginning Net Assets for January 1, 2019							\$ 7,223,277
Ending Net Assets for March 31, 2024							\$ 6,879,540

ISSUES CAMPAIGN

The Issues Campaign is 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. As of March 31, 2024, the Issues Campaign had \$99,288.

ISSUES CAMPAIGNS International Union of Painters & Allied Trades Statement of Revenues, Expenses and Changes in Net Assets For the Period 2019 Through March 2024							
	2019	2020	2021	2022	2023	YTD MAR 2024	Totals
REVENUES:							
Investment Income Net of Fees	\$ -	\$ -	\$ -	\$ -	\$ 2,756	\$ 627	\$ 3,383
Other	\$ 55,709	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 55,709
Total Revenue:	\$ 55,709	\$ -	\$ -	\$ -	\$ 2,756	\$ 627	\$ 59,092
EXPENSES:							
Member Mobilization	\$ 133,895	\$ 5,000	\$ 5,000	\$ 10,000	\$ 20,000	\$ 122,117	\$ 296,012
Administrative, Office and General Office and Computer Equipment	\$ 85,800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 85,800
Total Expenses	\$ 219,695	\$ 5,000	\$ 5,000	\$ 10,000	\$ 20,000	\$ 122,117	\$ 381,812
Excess (Deficiency) of Revenues Over Expenses	\$ (163,986)	\$ (5,000)	\$ (5,000)	\$ (10,000)	\$ (17,244)	\$ (121,490)	\$ (322,720)
Beginning Net Assets for January 1, 2019							\$ 422,008
Ending Net Assets for March 31, 2024							\$ 99,288

ACCIDENTAL DEATH FUND

Section 283 of the IUPAT Constitution states that “the International Union shall maintain a program of Accidental Death Benefits in an amount of at least \$10,000.00 covering members in good standing where death results from a job site accident.” The benefit is currently funded by an allocation of \$.05 per member per month from per capita tax. This benefit is only payable to members for accidental death while working

under the terms of an IUPAT collective bargaining agreement.

From January 1, 2019 through March 31, 2024, the total revenue for the fund was \$272,570. During that time, the fund paid a total of 25 claims in the amount of \$257,491 (U.S. dollars). As of March 31, 2024, \$479,901 was available for benefit payments to our members through this fund, as seen in a table below.

ACCIDENTAL DEATH FUND							
International Union of Painters & Allied Trades							
Statement of Revenues, Expenses and Changes in Net Assets For the Period 2019 Through March 2024							
	2019	2020	2021	2022	2023	YTD MAR 2024	Totals
REVENUES:							
Benefit Contributions	\$ 54,119	\$ 45,469	\$ 49,526	\$ 49,383	\$ 51,085	\$ 13,221	\$ 262,803
Investment Income Net of Fees	\$ 2,799	\$ 529	\$ -	\$ -	\$ 4,778	\$ 1,661	\$ 9,767
Total Revenues	\$ 56,918	\$ 45,998	\$ 49,526	\$ 49,383	\$ 55,863	\$ 14,882	\$ 272,570
EXPENSES:							
Benefit Payments	\$ 47,491	\$ 30,000	\$ -	\$ 100,000	\$ 80,000	\$ -	\$ 257,491
Currency Translation	\$ (4,811)	\$ (2,945)	\$ 368	\$ 7,299	\$ (2,790)	\$ (43,529)	\$ (46,408)
Total Expenses	\$ 42,680	\$ 27,055	\$ 368	\$ 107,299	\$ 77,210	\$ (43,529)	\$ 211,083
Excess (Deficiency) of Revenues Over Expenses	\$ 14,238	\$ 18,943	\$ 49,158	\$ (57,916)	\$ (21,347)	\$ 58,411	\$ 61,487
Beginning Net Assets for January 1, 2019							\$ 418,414
Ending Net Assets for March 31, 2024							\$ 479,901

DISASTER RELIEF FUND

The General Executive Board stopped the monthly allocation to the Disaster Relief Fund due to the fund's balance being substantial at the time. During the COVID-19 pandemic, employees of the IUPAT and related funds, as well as some affiliates, started contributing to this fund to help members during the pandemic. The continued contribution has resulted in a significant increase in cash balance for the fund.

We can add an allocation if needed in the future, but it doesn't seem it is needed in the foreseeable future. From January 1, 2019 through March 31, 2024, the fund paid out \$245,957 in charitable contributions to members adversely affected by a natural disaster. As of March 31, 2024, \$1,097,514 was available for relief payments to our members from this fund.

DISASTER RELIEF FUND							
International Union of Painters & Allied Trades							
Statement of Revenues, Expenses and Changes in Net Assets For the Period 2019 Through March 2024							
	2019	2020	2021	2022	2023	YTD MAR 2024	Totals
REVENUES:							
Individual Contributions	\$ -	\$ 154,422	\$ 110,921	\$ 89,611	\$ 78,246	\$ 14,579	\$ 447,779
Contributions and Donations	\$ -	\$ 373,735	\$ 1,300	\$ 11,300	\$ 1,300	\$ 225	\$ 387,860
Investment Income Net of Fees	\$ -	\$ -	\$ -	\$ -	\$ 17,484	\$ 6,718	\$ 24,202
Total Revenue:	\$ -	\$ 528,157	\$ 112,221	\$ 100,911	\$ 97,030	\$ 21,522	\$ 859,841
EXPENSES:							
Charitable Contributions	\$ 2,000	\$ 58,687	\$ 129,000	\$ 45,500	\$ 8,635	\$ 2,135	\$ 245,957
Other Expenses	\$ -	\$ 704	\$ 70	\$ -	\$ -	\$ -	\$ 774
Total Expenses	\$ 2,000	\$ 59,391	\$ 129,070	\$ 45,500	\$ 8,635	\$ 2,135	\$ 246,731
Excess (Deficiency) of Revenues Over Expenses	\$ (2,000)	\$ 468,766	\$ (16,849)	\$ 55,411	\$ 88,395	\$ 19,387	\$ 613,110
Beginning Net Assets for January 1, 2019							\$ 484,404
Ending Net Assets for March 31, 2024							\$ 1,097,514

Below is the overall statement of Assets, Liabilities, and Net Assets for the IUPAT, as detailed on the previous pages.

STATEMENT OF ASSETS, LIABILITIES, AND NET ASSETS									
As of March 31, 2024									
	General Fund	Organizing Fund	Building Fund	Convention Fund	Disaster Relief Fund	Death Benefit Fund	Accidental Death Fund	Issues Campaigns	Total All Funds
ASSETS									
Cash and Cash Equivalents	\$ 3,491,882	\$ 970,276	\$ 346,268	\$ 473,604	\$ 1,097,514	\$ 1,333,333	\$ 470,891	\$ 99,288	\$ 8,283,056
Accounts Receivable									
Per Capita Taxes from Local Unions and District Councils	\$ 5,195,417	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,195,417
International Admin Dues Receivable	\$ 2,006,706								\$ 2,006,706
Intrafunds Receivable (Payable)	\$ (1,559,428)	\$ 861,037	\$ (10,010,515)	\$ 259,625	\$ -	\$ 10,240,627	\$ 9,010	\$ -	\$ (199,644)
Accrued Interest Receivable	\$ 199,798	\$ 16,147	\$ 26,455	\$ 28,457	\$ -	\$ 45,529	\$ -	\$ -	\$ 316,386
Due From Other Funds	\$ 69,513	\$ -	\$ 52,153	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 121,666
Loan To Affiliate	\$ 1,033,457	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,033,457
Other receivables	\$ 50,174	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,174
Total Accounts Receivable	\$ 6,995,637	\$ 877,184	\$ (9,931,907)	\$ 288,082	\$ -	\$ 10,286,156	\$ 9,010	\$ -	\$ 8,524,162
Investments									
Short-term Investment	\$ 6,737,400	\$ 107,154	\$ 151,779	\$ 2,503,988	\$ -	\$ 603,438	\$ -	\$ -	\$ 10,103,759
Corporate Bonds	\$ 14,834,062	\$ 1,310,108	\$ 2,222,593	\$ 1,537,629	\$ -	\$ -	\$ -	\$ -	\$ 19,904,392
Common Stock	\$ 5,655,837	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,655,837
Equity-Columbia Partners	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,829,383	\$ -	\$ -	\$ 20,829,383
US Government Agencies	\$ 7,124,559	\$ 577,738	\$ 1,079,417	\$ 932,573	\$ -	\$ -	\$ -	\$ -	\$ 9,714,287
Preferred Stock	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 455,821	\$ -	\$ -	\$ 455,821
Certificates of Deposit	\$ 5,218,080	\$ -	\$ -	\$ 1,041,864	\$ -	\$ -	\$ -	\$ -	\$ 6,259,944
Total Investments	\$ 39,569,938	\$ 1,995,000	\$ 3,453,789	\$ 6,016,054	\$ -	\$ 21,888,642	\$ -	\$ -	\$ 72,923,423
Prepaid Expenses	\$ 843,035	\$ -	\$ -	\$ 101,800	\$ -	\$ -	\$ -	\$ -	\$ 944,835
Fixed Assets - Net Of Depreciation And Amortization	\$ 1,076,293	\$ -	\$ 10,619,589	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,695,882
Total Assets	\$ 51,976,785	\$ 3,842,460	\$ 4,487,739	\$ 6,879,540	\$ 1,097,514	\$ 33,508,131	\$ 479,901	\$ 99,288	\$ 102,371,358
LIABILITIES AND NET ASSETS									
Liabilities									
Accounts Payable	\$ 324,812	\$ 14,845	\$ 17,177	\$ -	\$ -	\$ 39,125	\$ -	\$ -	\$ 395,959
Accrued Postretirement Benefit	\$ 1,375,859	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,375,859
Due To Other Funds	\$ 40,009	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 40,009
Total Liabilities	\$ 1,740,680	\$ 14,845	\$ 17,177	\$ -	\$ -	\$ 39,125	\$ -	\$ -	\$ 1,811,827
Net Assets	\$ 50,236,105	\$ 3,827,615	\$ 4,470,562	\$ 6,879,540	\$ 1,097,514	\$ 33,469,006	\$ 479,901	\$ 99,288	\$ 100,559,531
Total Liabilities and Net Assets	\$ 51,976,785	\$ 3,842,460	\$ 4,487,739	\$ 6,879,540	\$ 1,097,514	\$ 33,508,131	\$ 479,901	\$ 99,288	\$ 102,371,358

The remaining portion of this report provides historical data on our International Union related to deceased general officers, representatives, and International office staff who have passed since our last General Convention. This also contains a list of currently retired general officers and a detailed list of all past general officers since we were formed in March 1887.

Historical data on some of our past Conventions is also included, and finally, details on all newly chartered District Councils and Local Unions, along with all mergers and dissolutions since our last Convention in 2019.

IN MEMORIAM: EXECUTIVE OFFICERS AND FIELD STAFF

WALTER "TERRY" LINS

1941-2020

Retired General Representative Walter "Terry" Lins passed away on May 11, 2020. Brother Lins was initiated into Local Union 1922 in 1960. He served the International as a General Representative from 1977 to 2003. He passed away as a Gold Member with 54 years of membership service.

WILLIAM DUVAL

1927-2020

Retired General President William Duval passed away on January 12, 2020. Brother Duval was initiated into District Council 16/Local Union 12 (formerly Local Union 1288) in 1949 as a floor coverer in San Jose, California. In April 1967, he became the (Brotherhood's) Director of Education, Apprenticeship, and Training. He then served as General Vice President of the Seventh District (1972-1984) and General President (1984-1992). He passed away as a Gold Member with 70 years of membership service.

CHARLES FOLAND

1939-2020

Retired General Representative Charles Foland passed away on November 16, 2020. Brother Foland was initiated into Local Union 558 in 1959. He served as a Job Corps Field Coordinator from 1986 to 2004. He passed away as a Gold Member with 61 years of membership service.

JAMES HOLDCROFT

1927-2021

Retired General Representative James Holdcroft passed away on July 21, 2021. Brother Holdcroft was initiated into Glaziers Local Union 751 (Pittsburgh, Pennsylvania) in 1946. He was a Negotiator, Organizer, Business Agent and retired as a General Representative in 1990 with 74 years of membership service.

WILLIAM MEEHAN

1943-2022

Retired Executive General Vice President William Meehan passed away on January 24, 2022. Brother Meehan was initiated into Local Union 767 in 1970. He served the International as a General Representative before becoming General Vice President in September 1998. In January 1999, he was appointed Executive General Vice President and served in that position until January 2002. He passed away as a Life Member with 51 years of membership service.

IN MEMORIAM: IUPAT GENERAL OFFICE STAFF

FRANK PAWLOWSKI

1935 - 2017 • 19 YEARS (IUPAT)

NORBERT KELLER

1927 - 2018 • 45 YEARS (IUPAT)

JOANNE STEVENSON

1944 - 2020 • 14 YEARS (IUPAT)

JACQUELINE VANN

1933 - 2022 • 4 YEARS (IUPAT)

SUSAN EDSON

1952 - 2022 • 11 YEARS (IUPAT)

CARL RAESLY

1959 - 2023 • 12 YEARS (IUPAT)

HELEN MAEDGE

1927 - 2023 • 20 YEARS (IUPAT)

RETIRED GENERAL OFFICERS

WILLIAM CANDELORI

Served the IUPAT from January 1998 to December 2021. Retired as General Vice President

GEORGE GALIS

Served the IUPAT from January 2002 to September 2021. Retired as General Secretary-Treasurer.

ROBERT KUCHERAN

Served the IUPAT from January 2005 to January 2024. Retired as General Vice President.

A.L. "MIKE" MONROE

Served the IUPAT from April 1964 to September 1998. Retired as General President Emeritus.

MICHAEL E. MONROE

Served the IUPAT from April 1975 to April 2002. Retired as General President.

RAYMOND J. PRICE III

Served the IUPAT from May 1999 to September 2011. Retired as General Vice President.

RAYMOND E. RAPP

Served the IUPAT from July 1985 to December 2001. Retired as General Vice President.

JAMES REID

Served the IUPAT from September 1994 to September 2015. Retired as General Vice President.

KEN RIGMAIDEN

Served the IUPAT from March 2002 to August 2021. Retired as General President.

RAYMOND N. SESMA

Served the IUPAT from June 1999 to June 2011. Retired as General Vice President.

WILLIAM S. TIMMONS

Served the IUPAT from May 1990 to December 2001. Retired as General Vice President.

MARK VAN ZEVERN

Served the IUPAT from September 2015 to December 2021. Retired as General Vice President.

JAMES A. WILLIAMS

Served the IUPAT from April 1994 to March 2013. Retired as General President.

HARRY ZELL

Served the IUPAT from October 2012 to July 2021. Retired as General Vice President.

GENERAL PRESIDENTS: 1887-2024

NAME	LOCAL UNION	TENURE
Joseph Harrold	8 Newark, NJ	March 1887-August 1888
George A. Thompson	31 Syracuse, NY	August 1888-August 1892
James W. McKinney	147 Chicago, IL	August 1892-August 1894
John M. Welter	123 Buffalo, NY	August 1894-August 1896
James H. Sullivan	257 Springfield, MA	December 1894-March 1898
Michael P. Carrick	6 Pittsburgh, PA	August 1896-December 1897
Robert H. Siekmann	50 Cincinnati, OH	December 1897-December 1899
Fred Kneeland	11 Boston, MA	March 1898-December 1901
William DeVaux	115 St. Louis, MO	December 1899-December 1901
Joseph Bahlhorn	37 Detroit, MI	December 1901-December 1909
George F. Hedrick	201 Albany, NY	December 1909-December 1928
John M. Finan	147 Chicago, IL	December 1928-September 1929
Lawrence P. Lindelof	460 Hammond, IN	September 1929-September 1952
Lawrence M. Rafferty	115 St. Louis, MO	September 1952-February 1965
S. Frank Rafferty	1199 St. Louis, MO	March 1965-June 1984
William A. Duval	1288 San Jose, CA	June 1984-August 1992
A. L. Monroe	890 Alexandria, VA	August 1992-August 1998
Michael E. Monroe	890 Alexandria, VA	September 1998-April 2002
James A. Williams	252 Philadelphia, PA	April 2002-March 2013
Kenneth E. Rigmaiden	12 San Jose, CA	April 2013-August 2021
James Williams, Jr.	252 Philadelphia, PA	September 2021-Present

GENERAL SECRETARY-TREASURERS: 1887-2024

NAME	LOCAL UNION	TENURE
John T. Elliot	1 Baltimore, MD	March 1887-January 1900
James W. McKinney	147 Chicago, IL	August 1894-December 1897
John Barrett	79 Denver, CO	December 1897-October 1899
W. C. Rese	115 St. Louis, MO	October 1899-December 1899
Frank Heenan	147 Chicago, IL	December 1899-December 1901
W. T. Connelly	31 Syracuse, NY	January 1900-December 1901
Michael P. Carrick	72 Pittsburgh, PA	December 1901-May 1904
Joseph C. Skemp	19 San Francisco, CA	May 1904-April 1922
Charles J. Lammert	137 St. Louis, MO	April 1922-December 1926
Clarence E. Swick	49 Memphis, TN	April 1927-January 1942
Lawrence P. Lindelof	460 Hammond, IN	January 1942-May 1942
Lawrence M. Rafferty	115 St. Louis, MO	May 1942-September 1952
William H. Rohrborg	460 Hammond, IN	September 1952-September 1966
O. T. Satre	1798 Los Angeles, CA	September 1966-December 1971
Michael DiSilvestro	874 New York, NY	January 1972-December 1975
Robert J. Petersdorf	681 Rochester, MN	January 1976-January 1985
A. L. Monroe	890 Alexandria, VA	January 1985-August 1992
Patrick L. Lane	741 Martinez, CA	August 1992-January 1994
Walter G. Rafferty	115 St. Louis, MO	January 1994-August 1995
James A. Williams	252 Philadelphia, PA	September 1995-April 2002
George Galis	6 Pittsburgh, PA	April 2002-September 2021
Gregg Smith	32 West Frankfort, IL	October 2021-Present

EXECUTIVE GENERAL VICE PRESIDENTS: 1994-2014

NAME	LOCAL UNION	TENURE
Robert C. Welch	813 Huntington, WV	September 1994-December 1998
William M. Meehan	767 Sacramento, CA	January 1999-January 2002
Kenneth E. Rigmaiden	12 San Jose, CA	January 2002-March 2013
William D. Candelori	2011 Philadelphia, PA	April 2013-September 2014

GENERAL VICE PRESIDENTS: 1994-2024

NAME	LOCAL UNION	TENURE
Fred C. Hagen	265 Chicago, IL	Sept. 1994-Mar. 1995
James A. Damery	1138 Boston, MA	Sept. 1994-Aug. 1997
Michael E. Monroe	890 Alexandria, VA	Sept. 1994-Aug. 1998
William M. Meehan	767 Sacramento, CA	Sept. 1994-Dec. 1998
Armando Colafranceschi	1891 Toronto, ON, CN	Sept. 1994-Sept. 2005
William S. Timmons	159 Las Vegas, NV	Sept. 1994-Dec. 2001
Raymond E. Rapp	61 St. Paul, MN	Mar. 1995-Dec. 2001
James A. Williams	252 Philadelphia, PA	Oct. 1994-Sept. 1995
William Candelori, Jr.	1107 Philadelphia, PA	Sept. 1998-Dec. 2021
Robert J. Gillis	1621 San Jose, CA	Sept. 1998-Aug. 2000
Sean McGarvey	252 Philadelphia, PA	Aug. 2000-Nov. 2005
Alfred Monroe, Jr.	890 Alexandria, VA	Aug. 2000-Jan. 2005
Raymond J. Price, III	867 Cleveland, OH	Aug. 2000-Sept. 2011
Raymond N. Sesma	1176 Alameda County, CA	Aug. 2000-June 2011
Robert Kucheran	205 Hamilton, ON, CN	Jan. 2005-Jan. 2024
James Reid	1778 Houston, TX	July 2011-September 2015
Harry Zell	1165 Indianapolis, IN	Oct. 2012-July 2021
James Williams, Jr.	252 Philadelphia, PA	April 2013-Aug. 2021
Mark Van Zevern	1176 San Leandro, CA	September 2015-Dec. 2021
Gregg Smith	32 West Frankfort, IL	Sep. 2020-Sep. 2021
Michael Gutierrez	52 Bakersfield, CA	Sept. 2020-Present
Paul Canning	1044 Boston, MA	Aug. 2021-Present
Charlie Meadows	238 Covington, KY	Jan. 2022-Present
Shane Smith	1778 Houston, TX	Sept. 2023-Present
Elizabeth McElroy	1937 Washington, DC	Sept. 2023-Present
Mark Komaromi	1274 Bridgeport, CT	Sept. 2023-Present
Simon Hazelwood	1590 Sarnia, ON	Jan. 2024-Present

GENERAL VICE PRESIDENTS: 1887-1994

FIRST DISTRICT

NAME	LOCAL UNION	TENURE
John A. Rose	2 Danbury, CT	Mar. 1887-Aug. 1888
George Harris	3 Toronto, ON, CN	Aug. 1888-Aug. 1889
E. Pelletier	74 Montreal, PQ, CN	Aug. 1889-Aug. 1892
A. F. McCarren	11 Boston, MA	Aug. 1892-Dec. 1894
William DeVaux	115 St. Louis, MO	Aug. 1894-Aug. 1896
O. E. Ladd	176 Galveston, TX	Dec. 1894-Mar. 1896
A. M. Burgess	176 Galveston, TX	Mar. 1896-Mar. 1898
William E. Ward	169 Jersey City, NJ	Aug. 1896-Dec. 1897
William Crosby	48 Worcester, MA	Dec. 1897-Dec. 1899
J. W. Ruiz	176 Galveston, TX	Mar. 1898-April 1899
Hunter Rogers	176 Galveston, TX	July 1898-Mar. 1900
A. G. Bainbridge	186 Minneapolis, MN	Dec. 1899-Dec. 1901
George F. Hedrick	201 Albany, NY	Dec. 1901-Dec. 1909
John M. Finan	147 Chicago, IL	Jan. 1910-Dec. 1932
George J. Tuckbreiter	180 Oak Park, IL	April 1933-July 1962
Andrew A. Westley	275 Chicago, IL	July 1962-May 1966
Joseph F. Cervený	273 Chicago, IL	May 1966-April 1974
Bernard A. Sniegowski	180 Westchester, IL	April 1974-April 1989
Fred C. Hagen, Jr.	265 Chicago, IL	April 1989-Aug. 1994

GENERAL VICE PRESIDENTS: 1887-1994

SECOND DISTRICT

NAME	LOCAL UNION	TENURE
George Harris	3 Toronto, ON, CN	Mar. 1887-Aug. 1888
George A. Maxwell	14 Pensacola, FL	Aug. 1888-Aug. 1889
C. E. Cole	49 Erie, PA	Aug. 1889-Aug. 1892
F. M. Evans	246 Des Moines, IA	Aug. 1892-Dec. 1894
Elias Breidenbach	249 Dayton, OH	Aug. 1894-Feb. 1896
George Harris	3 Toronto, ON, CN	Dec. 1894-Mar. 1898
Michael Carrick	72 Pittsburgh, PA	Feb. 1896-Aug. 1896
Joseph W. Rea	147 Chicago, IL	Aug. 1896-Dec. 1897
W. C. Reese	115 St. Louis, MO	Dec. 1897-Dec. 1899
Thomas J. Moore	7 Toledo, OH	Mar. 1898-Mar. 1900
J. J. McManas	36 Jersey City, NJ	Dec. 1899-Dec. 1901
James Scott	53 Dallas, TX	Dec. 1901-Dec. 1904
Charles March	3 Toronto, ON, CN	Jan. 1905-April 1908
Frank Leslie	115 St. Louis, MO	Aug. 1908-Dec. 1909
Joseph F. Kelly	345 Philadelphia, PA	Jan. 1910-May 1940
James J. Knoud	345 Philadelphia, PA	Sept. 1940-Feb. 1965
Frank J. O'Connor	26 Newark, NJ	Mar. 1965-Feb. 1972
A. L. Monroe	890 Alexandria, VA	Feb. 1972-Jan. 1985
Michael E. Monroe	890 Alexandria, VA	Jan. 1985-Aug. 1994

GENERAL VICE PRESIDENTS: 1887-1994

THIRD DISTRICT

NAME	LOCAL UNION	TENURE
John Frey	102 Cleveland, OH	Aug. 1892-Dec. 1894
C. W. Prichard	80 Lafayette, IN	Aug. 1894-Aug. 1896
W. L. Berry	167 Springfield, OH	Dec. 1894-Dec. 1897
J. J. Lake	115 St. Louis, MO	Aug. 1896-Dec. 1896
J. J. English	100 Allegheny, PA	Dec. 1897-July 1898
George Hedrick	31 Buffalo, NY	Jan. 1898-Mar. 1898
D. W. Daley	31 Syracuse, NY	Mar. 1898-Aug. 1898
Garrett Byrne	6 Pittsburgh, PA	Sept. 1898-Dec. 1899
W. F. Connelly	31 Syracuse, NY	Sept. 1898-Jan. 1900
W. E. Cyphers	79 Denver, CO	Dec. 1899-Dec. 1901
Fred Whortly	200 Ottawa, ON, CN	Feb. 1900-Mar. 1900
Joseph C. Skemp	19 San Francisco, CA	Dec. 1901-June 1904
Henry Rower	115 St. Louis, MO	Jan. 1905-Oct. 1907
Frank Leslie	115 St. Louis, MO	Jan. 1908-Aug. 1908
Elias Breidenbach	249 Dayton, OH	Aug. 1908-Dec. 1909
Joseph Healy	50 Cincinnati, OH	Jan. 1910-April 1911
Charles A. Cullen	48 Worcester, MA	July 1911-April 1932
Edward Ackrley	531 Tarrytown, NY	Aug. 1932-June 1952
Michael DiSilvestro	874 New York, NY	Sept. 1952-Dec. 1971
James H. Wolford	43 Buffalo, NY	Jan. 1972-Jan. 1990
James A. Damery	1138 Boston, MA	Jan. 1990-Aug. 1994

GENERAL VICE PRESIDENTS: 1887-1994

FOURTH DISTRICT

NAME	LOCAL UNION	TENURE
Bart DeLong	130 Houston, TX	Aug. 1892-Aug. 1894
W. H. Shields	241 Newport, RI	Aug. 1894-Mar. 1895
H. P. Robinson	4 Kansas City, MO	Aug. 1895-Jan. 1895
Harry Gratton	4 Kansas City, MO	Jan. 1895-June 1896
W. E. Ward	169 Jersey City, NJ	Mar. 1895-Aug. 1896
E. H. Bettis	117 Kansas City, MO	Aug. 1896-Mar. 1898
M. J. Flynn		Aug. 1896-Dec. 1897
W. H. Egan	178 Ithaca, NY	Dec. 1897-Dec. 1899
J. C. Ingleson	1 Baltimore, MD	Mar. 1898-Mar. 1900
W. G. Koken	159 Milwaukee, WI	Dec. 1899-Dec. 1901
Charles March	3 Toronto, ON, CN	Dec. 1901-Jan. 1905
Frank E. Smith	6 Pittsburgh, PA	Jan. 1905-Dec. 1905
Elias Breidenbach	249 Dayton, OH	Dec. 1905-Aug. 1908
A. C. Smith	109 Omaha, NE	Aug. 1908-Dec. 1909
D. L. Hunt	269 Spokane, WA	Jan. 1910-July 1912
Joseph F. Clarke	64 Tacoma, WA	Jan. 1913-Nov. 1961
O. T. Satre	1798 Los Angeles, CA	Nov. 1961-Sept. 1966
Jack T. Cox	686 Santa Ana, CA	Sept. 1966-Jan. 1985
Patrick L. Lane	741 Martinez, CA	Jan. 1985-Aug. 1992
William S. Timmons	159 Las Vegas, NV	Aug. 1992-Aug. 1994

GENERAL VICE PRESIDENTS: 1887-1994

FIFTH DISTRICT

NAME	LOCAL UNION	TENURE
M. A. Mengle	55 Reading, PA	Aug. 1892-Dec. 1894
Henry Rower	115 St. Louis, MO	Jan. 1904-Jan. 1905
A. C. Smith	109 Omaha, NE	Dec. 1905-Aug. 1908
C. E. Swick	226 Chattanooga, TN	July 1908-April 1927
L. P. Lindelof	460 Hammond, IN	July 1927-Sept. 1929
William Rander	497 Port Chester, NY	Sept. 1929-July 1931
M. H. Crow	436 Marshall, TX	Aug. 1932-Sept. 1963
G. K. Fritz, Jr.	1192 Jackson, MS	Oct. 1963-Feb. 1970
Guy W. Leber	118 Louisville, KY	Feb. 1970-Aug. 1994

GENERAL VICE PRESIDENTS: 1887-1994

SIXTH DISTRICT

NAME	LOCAL UNION	TENURE
G. A. Lang	109 Omaha, NE	Aug. 1892-Dec. 1894
Frank E. Smith	6 Pittsburgh, PA	Dec. 1903-Jan. 1905
C. A. Linxwiler	49 Memphis, TN	Dec. 1905-July 1908
Thomas Fisher	349 Montreal, PQ, CN	Jan. 1909-Dec. 1909
A. E. Scott	739 Winnipeg, MB, CN	Jan. 1910-Feb. 1920
Joseph Hunter	631 Niagara Falls, ON, CN	Feb. 1920-Jan. 1935
Lawrence M. Raftery	115 St. Louis, MO	Sept. 1937-May 1942
Thomas V. Carter	9 Kansas City, MO	Oct. 1942-June 1966
Robert J. Petersdorf	681 Rochester, MN	June 1966-Dec. 1975
James B. Cox	9 Kansas City, MO	Jan. 1976-Jan. 1985
Walter G. Raftery	115 St. Louis, MO	Jan. 1985-Jan. 1994
Robert C. Welch	813 Huntington, WV	Feb. 1994 -Aug. 1994

GENERAL VICE PRESIDENTS: 1887-1994

SEVENTH DISTRICT

NAME	LOCAL UNION	TENURE
Melvin H. Eckles	745 St. Louis, MO	Aug. 1969-May 1972
William A. Duval	1288 San Jose, CA	June 1972-June 1984
Richard J. Zack	639 Cleveland, OH	June 1984-Aug. 1994

GENERAL VICE PRESIDENTS: 1887-1994

EIGHTH DISTRICT

NAME	LOCAL UNION	TENURE
David Cairns	1003 Toronto, ON, CN	Aug. 1984-Mar. 1989
Armando Colafranceschi	1891 Toronto, ON, CN	Mar. 1989-Aug. 1994

PAST CONVENTION COSTS									
	9th	10th	11th	12th	13th	14th	15th	16th	17th
	Memphis, TN	Cincinnati, OH	Rochester, NY	Dallas, TX	Montreal, CN	Denver, CO	Buffalo, NY	Columbus, OH	San Francisco, CA
OPENING DATE	Dec. 4-15th, 1905	Dec. 6-16th, 1909	Sep. 1-11, 1913	Sep. 5-16, 1921	Sep. 7-15, 1925	Sep. 2-11, 1929	Sep. 6-12, 1937	Sep. 1-7, 1941	Sep. 1-10, 1946
Number of days	12	12	11	12	9	10	9	9	10
Number of delegates	428	532	636	573	631	731	764	942	1,062
Delegate mileage average	2,128	1,546	1,367	2,437	1,700	2,928	1,884	1,821	4,474
Total mileage	910,858	822,189	869,318	1,396,401	1,072,466	2,140,737	1,439,100	1,715,382	4,751,388
Rate per mile	2.5¢	2.5¢	3¢	4¢	4¢	4¢	4¢	4¢	6¢
Average mileage cost per delegate	53.20	38.64	41.00	97.48	67.98	117.14	75.35	72.84	268.44
Total mileage cost all delegates	22,771.45	20,554.72	26,079.56	55,856.04	42,898.64	85,629.48	57,564.00	68,615.28	285,083.28
Total hotel cost	-	-	-	-	-	-	-	-	-
Total per diem	-	-	-	-	-	-	-	-	-
Committees:									
Finance	956.35	853.45	588.25	1,578.16	2,860.85	3,253.52	4,891.63	7,605.80	11,342.98
Laws & Constitution	819.38	797.65	950.55	2,903.95	5,638.30	6,903.19	9,094.41	14,112.81	19,680.50
Credentials	-	111.00	45.00	145.80	512.50	668.75	978.74	2,833.06	4,140.00
Resolutions	-	-	-	-	-	431.25	488.43	2,930.58	11,415.00
Grievance & Appeals	-	-	-	-	-	-	518.40	2,930.58	4,140.00
Rules	-	-	-	-	-	-	-	-	-
Sgt. At Arms	229.20	399.63	273.15	516.50	262.50	562.60	1,102.48	1,165.96	2,863.10
Assistants to the GP	-	-	-	-	-	-	-	-	-
Assistants to the GST	-	-	-	-	-	-	-	-	-
GP's Report	-	-	-	-	-	-	-	-	-
GST's Report	-	-	-	-	-	-	-	-	-
Host	-	-	-	-	-	-	-	-	-
Assistants to the EGVP	-	-	-	-	-	-	-	-	-
Printing	574.75	1,366.20	782.75	3,336.96	3,568.11	3,076.45	5,304.83	7,895.76	7,784.25
Other Expenses	1,185.80	2,608.46	1,459.74	3,315.66	4,679.76	4,559.31	8,883.18	9,856.49	24,581.73
Total of all costs	26,536.93	26,691.11	30,179.98	67,653.07	60,420.66	105,084.45	88,826.10	117,946.32	371,030.84
Cost per day	2,211.41	2,224.26	2,743.63	5,637.76	6,713.41	10,508.45	9,869.57	13,105.15	37,103.08

PAST CONVENTION COSTS

	18th	19th	20th	21st	22nd	23rd	24th	25th	26th
	Detroit, MI	Seattle, WA	Cleveland, OH	Minneapolis, MN	Miami Beach, FL	Los Angeles, CA	Chicago, IL	Washington, DC	Las Vegas, NV
OPENING DATE	Sep. 4-11, 1950	Sep. 6-11, 1954	Aug.31-Sep.4,1959	Aug. 24-29, 1964	Aug. 18-22, 1969	Sep. 9-13, 1974	Sep. 10-13, 1979	Aug. 13-17, 1984	Dec. 11-14, 1989
Number of days	8	6	5	5.5	5	5	4	6	6
Number of delegates	1,130	1,343	1,210	1,071	1,287	1,301	1,111	1,009	973
Delegate mileage average	1,949	4,488	2,159	2,556	3,471	3,880	1,944	2,279	3,358
Total mileage	2,203,211	6,028,285	2,612,993	2,736,903	4,467,054	5,048,451	2,159,660	2,299,700	3,267,820
Rate per mile	8¢	10¢	12¢	12¢	12¢	12¢	20¢	20¢	20¢
Average mileage cost per delegate	155.98	448.87	259.14	306.65	416.51	465.65	388.78	456.00	672.00
Total mileage cost all delegates	176,256.88	602,828.50	313,559.16	328,428.36	536,046.58	605,814.12	431,932.00	459,940.00	653,564.00
Total hotel cost	-	-	-	-	178,072.71	176,565.54	266,640.00	453,116.00	356,438.00
Total per diem	-	-	-	-	-	-	166,650.00	160,785.00	222,510.00
Committees:									
Finance	11,500.60	13,440.00	18,240.00	21,423.68	28,050.00	42,553.62	60,714.32	54,518.00	65,251.05
Laws & Constitution	17,294.40	24,360.00	33,960.00	40,233.01	50,625.00	84,995.92	135,202.18	180,093.00	239,472.16
Credentials	4,140.00	5,040.00	6,840.00	8,668.25	12,860.00	14,219.18	20,883.94	30,724.00	44,420.76
Resolutions	11,415.00	13,965.00	19,065.00	21,009.00	29,150.00	33,646.97	48,829.39	73,514.00	92,015.40
Grievance & Appeals	4,140.00	5,040.00	6,840.00	8,520.25	13,200.00	15,105.36	21,989.14	32,393.00	42,888.26
Rules	-	-	-	-	-	-	8,777.70	13,792.00	36,431.28
Sgt. At Arms	2,300.00	2,240.00	3,040.00	3,344.75	8,120.00	14,805.42	13,078.60	30,708.00	33,861.54
Assistants to the GP	-	-	-	-	-	2,616.12	11,711.01	20,703.00	15,671.70
Assistants to the GST	-	-	-	-	3,300.00	3,776.34	7,022.16	12,918.00	15,971.70
GP's Report	-	-	-	-	-	-	-	-	5,408.28
GST's Report	-	-	-	-	-	-	-	-	6,036.43
Host	-	-	-	-	-	-	-	-	-
Assistants to the EGVP	-	-	-	-	-	-	-	-	-
Printing	11,351.21	18,333.41	54,929.96	74,907.14	154,334.32	172,077.48	245,473.87	383,696.00	612,597.00
Other Expenses	27,927.85	33,435.72	39,946.63	42,672.08	166,048.13	316,072.87	505,646.69	529,636.00	1,043,432.72
Total of all costs	266,325.94	718,682.63	496,420.75	549,206.52	1,179,806.74	1,482,248.94	1,944,551.00	2,436,536.00	3,485,970.28
Cost per day	33,290.74	119,780.44	99,284.15	99,855.73	235,961.35	296,449.79	486,137.75	406,089.33	580,995.05

PAST CONVENTION COSTS						
	27th	28th	29th	30th	31st	32nd
	Washington, DC	Washington, DC	Washington, DC	Las Vegas, NV	Orlando, FL	Las Vegas, NV
OPENING DATE	Aug. 22-25, 1994	Aug. 23-26, 1999	Aug 23-26, 2004	Aug. 24-28, 2009	Aug. 11-15, 2014	Aug. 11-15, 2019
Number of days	6	4	4	4	4	4
Number of delegates	818	748	786	863	737	788
Delegate mileage average	2,082	2,157	2,378	3,473	2,820	3,750
Total mileage	1,703,540	1,613,436	1,869,230	2,997,067	2,079,033	1,312,510
Rate per mile	20¢	30¢	30¢	30¢	30¢	30¢
Average mileage cost per delegate	416.51	647.21	713.45	1,041.85	846.28	1,100.00
Total mileage cost all delegates	340,708.00	484,114.00	560,769.00	899,120.00	623,709.80	749,787.60
Total hotel cost	496,266.00	471,240.00	621,350.00	548,219.00	612,046.94	718,131.47
Total per diem	186,000.00	267,275.00	237,250.00	267,475.00	226,008.00	222,950.00
Committees:						
Finance	52,841.33	66,972.00	34,530.00	-	-	-
Laws & Constitution	220,663.56	201,226.01	91,860.00	-	-	-
Credentials	34,769.12	73,042.00	24,840.00	-	-	-
Resolutions	64,161.41	101,164.00	55,600.00	-	-	-
Grievance & Appeals	29,387.55	53,608.00	33,050.00	-	-	-
Rules	27,428.38	68,344.00	24,840.00	-	-	-
Sgt. At Arms	20,661.20	40,564.00	18,685.00	-	-	-
Assistants to the GP	8,900.55	10,016.00	14,680.00	-	-	-
Assistants to the GST	14,834.25	10,016.00	13,830.00	-	-	-
GP's Report	9,709.55	23,544.00	33,330.00	-	-	-
GST's Report	7,996.10	24,596.00	33,330.00	-	-	-
Host	-	35,708.99	44,880.00	-	-	-
Assistants to the EGVP	-	-	13,830.00	-	-	-
Printing	188,796.00	25,933.00	333,530.00	398,649.00	120,613.43	35,697.00
Other Expenses	1,712,068.00	3,631,268.88	3,310,174.00	3,534,371.00	4,410,394.89	5,108,697.19
Total of all costs	3,415,191.00	5,588,631.88	5,500,358.00	5,647,834.00	5,992,773.06	6,835,263.26
Cost per day	569,198.50	1,397,157.97	1,375,089.50	1,411,958.50	1,498,193.27	1,708,815.82

CONVENTIONS OF OUR BROTHERHOOD (1887-1921)

NUMBER	PLACE	DATE	DELEGATES	DURATION
Inaugural Conference	Baltimore, MD	March 15, 1887	15	2
1. Brotherhood	Baltimore, MD	August 7, 1888	19	2
2. Brotherhood	Pittsburgh, PA	August 8, 1890	42	4
3. Brotherhood	St. Louis, MO	August 1, 1892	64	7
4. Brotherhood	Buffalo, NY	August 7, 1894	38	5
Special ("Balto")	Cleveland, OH	December 3, 1894	72	6
5. Lafayette	Chicago, IL	August 3, 1896	39	6
6. Special ("Laf")	Cleveland, OH	December 6, 1897	29	6
Special ("St. Leger")	Cleveland, OH	December 6, 1897	19	6
Special ("Balto")	Buffalo, NY	March 14, 1898	18	5
7. "Lafayette"	Milwaukee, WI	December 4, 1899	83	6
8. Brotherhood	Detroit, MI	December 2, 1901	220	11
9. Brotherhood	Memphis, TN	December 4, 1905	428	12
10. Brotherhood	Cincinnati, OH	December 6, 1909	532	11
11. Brotherhood	Rochester, NY	September 1, 1913	636	11
12. Brotherhood	Dallas, TX	September 5, 1921	573	12
13. Brotherhood	Montreal, CN	September 7, 1925	631	9
14. Brotherhood	Denver, CO	September 2, 1929	731	10
15. Brotherhood	Buffalo, NY	September 6, 1937	764	7
16. Brotherhood	Columbus, OH	September 1, 1941	956	7
17. Brotherhood	San Francisco, CA	September 1, 1946	1,062	10
18. Brotherhood	Detroit, MI	September 4, 1950	1,130	8
19. Brotherhood	Seattle, WA	September 6, 1954	1,343	6
20. Brotherhood	Cleveland, OH	August 31, 1959	1,210	5
21. Brotherhood	Minneapolis, WI	August 24, 1964	1,071	6
22. Brotherhood	Miami Beach, FL	August 18, 1969	1,287	5
23. Brotherhood	Los Angeles, CA	September 9, 1974	1,301	5
24. Brotherhood	Chicago, IL	September 10, 1979	1,107	4
25. Brotherhood	Washington, DC	August 13, 1984	1,009	5
26. Brotherhood	Las Vegas, NV	December 11, 1989	973	4
27. Brotherhood	Washington, DC	August 22, 1994	818	4

CONVENTIONS OF OUR UNION (1999-2019)

NUMBER	PLACE	DATE	DELEGATES	DURATION
28. Union	Washington, DC	August 23, 1999	748	4
29. Union	Washington, DC	August 23, 2004	786	4
30. Union	Las Vegas, NV	August 24, 2009	863	4
32. Union	Orlando, FL	August 11, 2014	737	4
31. Union	Las Vegas, NV	August 12, 2019	762	4

COMPLETED MERGERS AND DISSOLUTIONS 2019 - 2024

CANADIAN REGION

"Drywall Finishers Local Union 200C, Montreal, QC Into Painters and Allied Trades Local Union 200A, Montreal QC"	Merger	January 31, 2019
"Drywall Finishers Local Union 1929, Province of Quebec Into Painters Local Union 349, Montreal, QC"	Merger	June 1, 2019
"Industrial Workers Local Union 349A, Montreal, QC Changed to Enterprises & Industries Union of Quebec Local Union 1135I, Montreal, QC"	Local Union Name Change	December 1, 2020
"Painters and Allied Trades Local Union 200A, Montreal, QC Into Painters Local Union 349, Montreal, QC"	Dissolution	May 1, 2022
"Glaziers and Glassworkers Local Union 200B, Montreal, QC Into Glaziers and Glass Workers Local Union 1135, Montreal, QC"	Dissolution	May 1, 2022

CENTRAL REGION

"Painters Local Union 456, Nashville, TN Moved from District Council 91, Merrillville, IN to District Council 58, Collinsville, IL"	Affiliation Change	August 1, 2021
"Painters Local Union 312, Kalamazoo, MI Into Painters Local Union 845, Lansing, MI"	Merger	May 1, 2024

EASTERN REGION

"Painters Local Union 1468, Auburn & Lewistown, ME Into Painters and Allied Trades Local Union 1887, Brentwood, NH"	Merger	March 1, 2022
"Painters and Allied Trades District Council 711, Springfield, NJ Into Painters and Allied Trades District Council 21, Philadelphia, PA"	Merger	June 1, 2022
"Painters and Allied Trades District Council 80, Kenner, LA Into Painters and Allied Trades District Council 10, Houston, TX "	Merger	July 18, 2022
"Paint, Chemical, Clerical Warehouse and Industrial Workers Local Union 1310, Newark, NJ Painters and Allied Trades Local Union 1047 of Northern New Jersey, Northern NJ"	Merger	May 1, 2024

WESTERN REGION

"California Professional Employees Local Union 2345, Inglewood, CA Into Civil Service, Paint Makers and Industrial Workers Local Union 1991, Los Angeles, CA"	Merger	October 1, 2021
"Painters Local Union 1964, Tacoma, WA Into Painters Local Union 300, Seattle, WA"	Merger	October 1, 2021
"Painters & Drywall Finishers Local Union 502, Rock Island-Moline, IL Into Painters & Drywall Finishers Local Union 1178, Rock Island, IL"	Merger	December 1, 2021
"Painters & Drywall Finishers Local Union 676, Rock Island, IL Into Painters & Drywall Finishers Local Union 1178, Rock Island, IL"	Merger	December 1, 2021
"Painters Local Union 447, Cedar Rapids, IA Into Painters & Drywall Finishers Local Union 1178, Rock Island, IL"	Merger	February 1, 2022
"Painters and Allied Trades District Council 88, Houston, TX Into Painters and Allied Trades District Council 10, Houston, TX"	Merger	July 18, 2022
Political and Campaign Workers Local Union 116, Seattle, WA	Dissolution	March 1, 2023
"Painters Local Union 53, Dallas, TX Into Convention & Tradeshow, Displaymen and Sign & Pictoral Local Union 756, Dallas, TX"	Merger	February 1, 2024
"Painters Local Union 807, Oklahoma City, OK Into Convention & Tradeshow, Displaymen and Sign & Pictoral Local Union 756, Dallas, TX"	Merger	February 1, 2024
"Paint Makers and Metal Polishers Local Union 848, Houston, TX Into Convention & Tradeshow, Displaymen and Sign & Pictoral Local Union 756, Dallas, TX"	Merger	February 1, 2024
"Painters, Drywall Finishers, and Floor Coverers Local Union 130, Houston, TX Into Glaziers, Architectural Metal and Glass Workers Local Union 1778, Houston, TX"	Merger	February 1, 2024
"Professional Legal and Clerical Employees Local Union 400, Houston, TX Into Professional and Clerical Workers Local Union 2348, Houston, TX"	Merger	February 1, 2024

NEW LOCAL UNIONS & DISTRICT COUNCILS 2019 - 2024

Traveling Local Union 911, Calcasieu Parish, LA	October 1, 2022
CANADIAN REGION	
Automatic Door Technicians Local Union 2023, Toronto, ON	January 1, 2023
EASTERN REGION	
All Trades Local Union 1895, Puerto Rico	May 1, 2023
WESTERN REGION	
Drywall Finishers Local Union 101, Portland, OR	June 1, 2020
Political and Campaign Workers Local Union 116, Seattle, WA	April 1, 2021
Tradeshow Decorators, Painters and Glaziers Local Union 1839, Austin, TX	July 1, 2021
Painters & Drywall Finishers Local Union 1178, Rock Island, IL	December 1, 2021
Painters and Allied Trades District Council 10, Houston, TX	July 18, 2022



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