A. L. “MIKE” MONROE/RALPH D. WILLIAMS, III SPORTS SCHOLARSHIP AWARDS PROGRAM

At the International Union of Painters and Allied Trades Convention in 1999, the A. L. “Mike” Monroe and Ralph D. Williams, III, Sports Scholarship was introduced and ratified into the Union’s Constitution. This groundbreaking program was created to offer student athletes the opportunity to pursue their athletic ambitions while earning an advanced educational degree at the academic institution of their choosing.

The namesakes of this scholarship program were both accomplished boxers as teenagers. Yet, despite their athletic talent, neither had the resources to attend college and instead joined the trades at a young age. This scholarship will give IUPAT members’ sons and daughters the chance for the education they never attained.

A four-member committee, consisting of a representative from each region, will review the applications. One applicant will be chosen from each region to receive the scholarship (a committee member will not vote on his/her own region). One grant of $5,000 will be awarded to each successful candidate for his/her education. All applicants must meet the following requirements to be considered:

- He/she must be a legal dependent of an IUPAT member in good standing. Please provide the member’s local union number and the last four digits of the SSN/SIN Number.
- The award is contingent upon the student enrolling in the school of their choice within one year of the award date or the award is forfeited.
- Applicants must be from each region.
- Applicants must supply an official high school transcript.
- Applicants must supply a complete history of athletic participation and special recognition in high school.
- Applicants must be registered with the NCAA Clearing House and declare the athletic program in which he/she will be participating.

A letter of recommendation must be submitted from the coach or athletic director of the institution the applicant has been accepted at and has chosen to attend.

A complete record of additional financial aid the student is receiving must also be submitted.

Scholarship applications must be submitted and received by January 31, 2017. Winners will be announced April 2017.

Please submit your applications to:
IUPAT A. L. “Mike” Monroe/Ralph D. Williams, III, Sports Scholarship
7234 Parkway Drive, Hanover, MD, 21076

Special note: Dependents of IUPAT International staff, general officers, fund administrators and employees, and previous winners of this scholarship, and winners of the S. Frank “Bud” Raftery Scholarship are not eligible to apply.

S. FRANK “BUD” RAFTERY SCHOLARSHIP

At the 25th General Convention held in Washington, DC, in August 1984, to honor his service to the International Union all his adult life, and his accomplishments and progressive thinking, a resolution was passed creating the S. Frank “Bud” Raftery Scholarship Fund.

At the 27th General Convention held in Washington, DC, in August 1994, General President A. L. “Mike” Monroe and the General Executive Board passed a resolution to increase the S. Frank “Bud” Raftery Scholarship Fund to $20,000, allowing for (10) scholarships of $2,000 annually.

This scholarship is available to sons, daughters or legally adopted dependents of IUPAT members in good standing.

The selected topic for 2017 is: The collapse of the economy in 2008 negatively impacted all labor unions across North America. The IUPAT felt this impact in both membership and market share. Today, both membership and market share are showing upward momentum. What innovative ideas could the IUPAT undertake to not simply maintain, but increase the rate of growth in both membership and market share?

All applicants must submit an essay, not less than 1,000 or more than 2,000 words on an essay topic selected by the IUPAT Scholarship Committee.

The scholarship awards are contingent upon the student attending a certified college, university, voc. tech./trade, or other such institutes of higher learning. Award winners must enroll in the school of their choice within a year of the award date or forfeit the award.

Essays must be submitted and received by January 31, 2017 and must include the form below. Winners will be announced April 2017.

Special note: Dependents of IUPAT International staff, general officers or fund administrators and employees, and previous winners of this scholarship, and winners of the Monroe/Williams Sports Scholarship are not eligible to apply.

S. FRANK “BUD” RAFTERY SCHOLARSHIP APPLICATION FORM

SSN/SIN________________________ Name________________________ City/State/Zip________________________

☑ Male ☐ Female Date of Birth________________________ ☐ Single ☐ Married Graduation Date________________________

List the college, university, voc.tech./trade school, or other institution of higher learning you are attending or planning to attend.

_________________________________________________________________________________________________________

Briefly describe the course of study you intend to pursue and the educational goals you have established for yourself.

_________________________________________________________________________________________________________

Local Union Number of IUPAT member________________________ IUPAT Member’s Name________________________

Member’s Signature____________________________________________________________________ Member’s SSN/SIN________________________ Date________________________

Special note: Dependents of IUPAT International staff, general officers or fund administrators and employees, and previous winners of this scholarship, and winners of the Monroe/Williams Sports Scholarship are not eligible to apply.
Job Corps: Students Give New Shine to Museum
IUPAT Job Corps students lend their skills and time to local community.

PATCH Gives Back Big in 2016
The IUPAT charity provides school supplies to elementary students.

Cover Story: Moving Forward
What is next for working families under a Trump Administration?

FTI Utilizes Technology for State-of-the-Art Training
A 21st Century training program for members of the IUPAT.

Suicide is Taking its Toll in Construction
Time to address a tragic problem.

Are You Ready for Retirement?
Time to look beyond your pension to see if you are.
As you read this, the transition of power and authority from outgoing President Barack Obama to President-elect Donald Trump will be nearing its completion, culminating on Inauguration Day January 20, 2017. It was a hard fought presidential campaign, and our Democracy has spoken. Now, we must begin to look forward as One Union.

We must look forward together because one thing is certain—our union will be dealing with new challenges—with some opportunities—in a Trump Administration. We will have to meet these challenges and opportunities as a united force of organized labor; a unity we will not find by rehashing this election, or by critiquing our fellow members and our neighbors because they might have voted for a candidate we didn’t support.

As an organization, it is important that we acknowledge our diverse membership. Our diversity is our strength. We cannot lose our focus on what binds us all—the ability to go to work, come home safely, and earn the wages and benefits that will allow us, and our families, to be a part of a prospering middle class.

As far as opportunities are concerned, President-elect Trump is promising that he is going to pass a $1 trillion infrastructure investment plan. This is something that we can all agree is good news for construction, because infrastructure investment means jobs for the IUPAT and the construction industry.

However, the challenges are just as clear. He did not promise to keep Davis-Bacon and prevailing wage protections. He did not promise that this work, or any other work done in the country, will be done under a project labor agreement. This is where we must be diligent as a united union to make certain these and other workers’ rights and protections remain in place for working families. It is crucial to growing our union and the labor movement.

Being unified means understanding the issues that bind us together. It means being able to increase our strength with those groups who have the same values as we do. Most importantly, as members of the IUPAT, we must be able to communicate our thoughts, concerns and ideas with each other. That goes for me as general president, our general secretary-treasurer, the vice presidents, business managers, district council staff and member to member. There has to be communication on the issues above, as well as other issues important to working families up and down the line. If we do that, we will not have the kind of disconnect that weakens us.

Not sure what Davis-Bacon, prevailing wage and project labor agreements are? Are you unclear as to why these specific issues are so important to you as a union member and a worker? Read the article on page 18 and see exactly why we have to fight every day to keep these and other worker protections.

Donald Trump may have won the election, but he hasn’t won the fight when it comes to workers’ rights. There is much to be done.

Let’s unite as One Union, and make certain we are in this fight together. Our survival depends on it. If not now, when? If not us, who?

Wishing you a peaceful, safe and relaxing holiday season and looking forward to the New Year where we will continue to work every day, as One Union, for the International Union of Painters and Allied Trades.
The election is over. We have a new president of the United States of America. Many of our members voted for him. The new president’s party also controls both houses of Congress, along with many state legislatures and governor’s offices. What will happen next?

If Mr. Trump’s early moves are any indication, Washington, DC will not change for the better for working families. His transition team is full of lobbyists from the corporate and Wall Street world. He himself has plenty of conflicts of interest between his business interests and those of the country. The vice president is openly anti-union. Mr. Trump’s early cabinet selections do not reflect a pro-worker attitude nor is he “draining the swamp.” A look at early appointments, campaign advisors, and favored administration hopefuls makes one thing clear: Trump is building a pro-business cabinet intent on scaling back government regulations meant to protect workers, consumers, and the environment.

At the time this article is going to press, he has already appointed three ultra-wealthy cabinet members to key positions; two Wall Street insiders for treasury and commerce and a secretary of education who appears poised to dismantle public education. The list of those being considered for secretary of labor does not appear to have any pro-worker names on it.

So, given these indicators, we can expect a National Labor Relations Board that will make decisions that weaken labor, a Supreme Court that will make decisions that weaken labor, and an uphill battle to raise the minimum wage, to preserve prevailing wage laws, and to block national right-to-work legislation or, at the very least, to block a number of additional states from enacting right-to-work legislation.

Yet, we must remember, as Frederick Douglas said, “If there is no struggle there is no progress. Power concedes nothing without a demand. It never did and it never will.” The labor movement has always been a struggle and we have been through hard times before. Maybe these tough times will bring labor together and open the eyes of all workers to the fact that if workers are to improve their standards of living, we must all join together to make our voices heard. My father used to tell me that, “If the belly is full, the head is empty.” So, from these times we are about to endure, the working families of this country will hopefully rise up, wake up, and not let anyone divide us for their own purposes and, together, we will demand our fair share of the pie.

Using race, religion, immigrant status, and other differences in people to divide workers and exploit them is an old tactic. I am hopeful that these circumstances we find ourselves in will cause an awakening that will create true solidarity.

As for the IUPAT, we must communicate with our members constantly. We must strengthen our alliances with the rest of the house of labor and with all like-minded community groups. True solidarity and strong alliances will help us to emerge from these times stronger than before. There are some silver linings to all of this news – Mr. Trump’s plan to invest heavily in infrastructure should create many construction jobs. Also, the labor movement has always been at its best and revitalized itself in the midst of a fight.

Keep your chin up, get involved in your union, and become an activist like never before. I pray for God’s strength and blessings to keep us up to the task.

Merry Christmas and may God Bless you and your families in the New Year.
This year, District Council 5 had a very productive Labor Day. In recognition of the holiday, five members from Local Union 1238 (Seattle, Washington) volunteered their time and expertise to renovating the Southeast FISH Food Bank in Tacoma, Washington. Local 1238 President Brady Smith, along with brothers Scott Slater, Pat McNerthney, Joe Hamilton and Mike Heinz installed new carpet in the food bank reception area. The carpet was generously donated to the project by signatory contractor Fryer Knowles. Clients of the FISH Food Bank immediately noticed the new carpet and were impressed with the outstanding work done by Local 1238.

The International Union of Painters and Allied Trades would like to thank the members of Local 1238 for volunteering their time to give back to their community on Labor Day.
DISTRICT COUNCIL 6 – OHIO, INDIANA, KENTUCKY, PENNSYLVANIA

IUPAT GIVES CINCINNATI A MESSAGE

District Council 6 recently received a new addition to its Cincinnati hall. In late September, a new sign was installed on the campus by Toledo Sign, one of the signatory contractors for Local 639 (Cleveland, Ohio). One of the notable features of this impressive new sign is that it is electronic. With this new electronic sign, DC 6 can program messages such as “Right-to-work creates no new rights or new work!” that will be displayed to the public. Commuters along Interstate 75 will see the sign in all its glory.

SIDNEY HOFFA RECEIVES SPORTS SCHOLARSHIP

Sidney Hoffa, daughter of Local 841 (Akron, Ohio) member Bret Hoffa, was awarded the A.L. “Mike” Monroe/Ralph D. Williams, III Sports Scholarship. The $5,000 scholarship will be used to help Sidney pay for her tuition at the University of Albany. Although she was unable to attend the award ceremony, her father, Bret, accepted the scholarship on her behalf during a DC 6 delegates meeting in October.

The International Union of Painters and Allied Trades congratulates Sidney Hoffa on her achievement and wishes her well in her pursuit of a higher education.

On September 29, 2016, District Council 6 Business Agent Tom Kopp of Glaziers Local Union 387 (Cincinnati, Ohio) received a plaque in honor of his 38 years of service to the International Union of Painters and Allied Trades. As of October 1, Brother Kopp is officially retired from our union. Now that he is retired, Kopp plans on spending more time with his family and golfing with his buddies, who are also retired.

The IUPAT congratulates Brother Tom Kopp on his retirement and is grateful for his 38 years of service to our union.
DISTRICT COUNCIL 7 – WISCONSIN
Lending a Hand to Our Veterans

On August 13, 2016, volunteers from DC 7’s Local Union 781 (Milwaukee, Wisconsin) worked with PPG Industries of Oak Creek, Wisconsin to power wash and paint the Oak Creek American Legion Post. The exterior paint was donated by PPG Industries, and volunteers for this project included Scott Carstens, John Behlke, Tony Irby, Curt Belden, Tony Lazaro, Tom Coyne, and legion member John Edulbute IV. Although the IUPAT Community Day of Action comes only one day a year, we are still working on a daily basis to give back to our communities. Thanks to all the volunteers in Wisconsin.

DISTRICT COUNCIL 9 – NEW YORK CITY
IUPAT SHOWS ITS COLORS IN NYC AT LABOR DAY PARADE

On September 5, 2016, members of District Council 9 participated in the annual Labor Day Parade in New York City. Local Union 1969 members and their families represented the IUPAT wearing black and gold and waving American flags as they marched through the city. The annual event serves as a reminder to all that working people are essential to strengthening the American economy and that without organized labor, the rights of workers would be in jeopardy.
On October 13, 2016, DC 15 Business Manager/Secretary-Treasurer John Smirk attended a special session of the Southern Nevada Building Trades. The session included the passage of an assembly bill that will secure more work for DC 15 members in the near future. Senate Bill 1 contained language that grants funding for the construction of a stadium in southern Nevada and the expansion of the Las Vegas Convention Center. Funding for both projects will come from a less than 1 percent increase in lodging taxes in Clark County, Nevada.

From left to right: SMART Local 88 Business Manager Byron Harvey, DC 15 BMST John Smirk, IBEW Local 357 Business Manager Al Davis, Nevada Governor Brian Sandoval and Executive Secretary-Treasurer of the Southern Nevada Building and Construction Trades Council William Stanley at a recent session of the Southern Nevada Building Trades.
On Sunday, September 4, 2016, District Council 30 hosted its first annual PATCH Run with the Lion 5K, one of two large fundraising initiatives the organization conducted throughout 2016. In preparation for the event, DC 30’s newly formed CORE Advisory Council worked with DC 30 leadership to coordinate the event logistics, promote the event to their communities, and establish a plan for the funds raised.

CORE, or Community Organizing for Real Economics, is an initiative officially adopted as a priority of the IUPAT in 2008. In the fall of 2015, DC 30 committed to implementing a local CORE initiative and announced the formation of the CORE Advisory Council, urging interested members to participate in community organizing activities throughout the year.

The leadership of DC 30 committed to a multi-level fundraising initiative, consisting of a cash raffle and a community 5K event. Through the 30K for DC 30 Cash Raffle, district council staff and CORE Advisory Council members sold 1,200 tickets throughout the summer with a goal to raise $30,000, $15,000 of which was awarded to raffle winners in increments varying between $500 and $5,000, and the remainder was donated to the PATCH Foundation. The cash raffle drawing was conducted during DC 30’s community 5K event on Labor Day Weekend.

Union members, staff, and families joined the local community on Sunday, September 4, 2016, for DC 30’s first annual PATCH Run with the Lion 5K, held at Blackberry Farm in Aurora, Illinois. Over 150 runners participated in the event, which consisted of an adult 3.1 mile race, a 1 mile “Little Lions” race for children, music and entertainment from the PATCH lion mascot, and admission to the Blackberry Farm park following the race.

In coordination with the cash raffle and PATCH Run with the Lion 5K, DC 30 successfully raised $28,796 for the PATCH Foundation this summer. Next year, DC 30 plans to use these funds in its launch of a new grant program that will be open to community organizations across Illinois.

“Fundraising initiatives, and subsequent grant initiatives of this nature, enable us to use our resources to engage the community and grow our membership,” said DC 30 Business Manager/Secretary-Treasurer Ryan Anderson. “By identifying ways to strengthen community partnerships throughout our jurisdiction, we will generate a growing interest in union membership, while also creating more opportunities for our organization to showcase our craft and give back.”
DISTRICT COUNCIL 46 – ONTARIO, CANADA

CERTIFICATE OF QUALIFICATION

On September 10, 2016, District Council 46, along with the Architectural Glass and Metal Contractors Association (AGMCA), Ontario Petroleum Contractors Association (OPCA) and other industry partners, welcomed painter and glazier apprentices (now journey workers), to celebrate their completion for their Certificate of Qualification. These apprentices, who have completed their Certificate of Qualification in the past two years, were recognized for their hard work as they continue to strengthen our trades through their achievements. A special thank you to The Honourable Judy A. Sgro, MP, Mr. Peter Fonseca, MP, and Councillor Anthony Perruzza, who came to celebrate with us on this great day!

District Council 46’s newest journey workers received their Certificates of Qualification on September 10, 2016.

DISTRICT COUNCIL 50 – HAWAII

Celebrating National Apprenticeship Week

From October 23 – 27, District Council 50 participated in National Apprenticeship Week. In preparation for the annual event, career counselors and outreach programs had the opportunity to tour training facilities of the various trades to see what apprentices are learning. A two-day construction career event was held at Aloha Stadium for high school students, and Hawaii Governor Ige gave a proclamation.

These events highlighted the fact that apprenticeship programs are not just for those who don’t have a chosen career path. The industry is changing dramatically and so has the quality of our members. We need to always remember where we came from and pass down our knowledge to the next generation. This will help keep our trades healthy by creating opportunities and supporting our families.

The Local Union 1791 (Honolulu, Hawaii) painting apprenticeship program, for example, currently has 260 apprentices, of which 130 are taking courses at Honolulu Community College, while this semester alone, 40 neighbor island apprentices are utilizing the Learning Management System (LMS).
On October 26, 2016, District Council 51 hosted the Coating Application Specialist Forum at its Maryland headquarters. The objective of the CAS forum was to bring together vendors, contractors, and workers to discuss the latest developments and advances in the industrial coatings industry. Throughout the day, representatives from the Society of Protective Coatings (SSPC), National Association of Corrosion Engineers (NACE) and Sherwin-Williams addressed the forum on a variety of topics ranging from corrosion prevention and maintenance to the new standards for CAS certification testing. Over 50 people attended DC 51’s CAS Forum, making it a great success. After the forum, attendees were able to visit various booths set up by the vendors, including a virtual sprayer. The IUPAT thanks District Council 51 for hosting the Coating Application Specialist Forum for our members and contractors.
DISTRICT COUNCIL 78 – FLORIDA, GEORGIA

GLAZIER BOOT CAMP

In order to address the increasing need of glaziers in the Southern Florida area, District Council 78, along with leadership from the IUPAT, came together to create a plan of action that would effectively recruit new glazing apprentices – the creation of a Glazier Boot Camp. Under the direction of District Council 78 Business Manager/Secretary-Treasurer Wally Ilczyszyn, and support from the IUPAT, DC 78 Business Representative Al Lichtman personally selected 11 trade show workers from Local Union 1175 (Miami, Florida) to cross-train into the glazing trade.

The Glazier Boot Camp consisted of three consecutive weeks of intense training with four ten-hour days dedicated to instructing the students in basic glazing practices and applications. Training was facilitated by Instructor Frankie Jones (DC 77), Glazing Coordinator Terrance Thompson (DC 78), Coordinator Mark Kimbro (DC 78), Instructor David Santiago (DC 78) and Instructor Ted Murphy (DC 78).

During training, students were instructed in the fundamentals of glazing which included:
- Math for the Glazing Trade
- Hand and Power Tools
- Sealants and Compatibility
- OSHA 10 Hour
- The Basics of Blue Prints/Shop Drawings
- Fasteners
- Fall Protection
- Aerial & Scissor Lift
- Power Cup Training
- Rigging/Signaling
- Unitized and Curtain Wall Systems

Throughout the three-week training, students were able to apply the knowledge acquired in the classroom to practical application on various mock-ups and hands-on projects. After successfully completing the Glazier Boot Camp, each student was placed into the DC 78 registered apprenticeship program under the watchful eye of DC 78 Director of Training Al Trombetta.

The IUPAT and DC 78 thanks everyone involved who helped make this training successful. A special thanks to DC 77 BMST Chuck Hill for allowing DC 77 Glazing Coordinator Frankie Jones to assist DC 78 with this training.

DISTRICT COUNCIL 81 – IOWA, ILLINOIS, NEBRASKA, SOUTH DAKOTA

NEW MEMBER ORIENTATION

On September 14, 2016, District Council 81 held an orientation class for its newest members. The class was made up of a mixture of glaziers from Local 581 (Rock Island, Illinois) and Painters from Local 447 (Cedar Rapids, Iowa). During the orientation, a representative from DC 81’s signatory contractor spoke to the class about what they expect from our members on the job. The representative was very clear in conveying the message that IUPAT workers are held to a higher standard than their non-union counterparts and that he expects these potential employees to not only work efficiently on the job, but to produce high quality work.

We know our members at DC 81 will rise to the challenge and continue to show the industry why the IUPAT is the best in the industry.

Welcome to the IUPAT! Front Row (left to right): Alex Rogers (LU 581), Adam Cameron (LU 581), Ryan Miller (LU 581), Robby Miller (contractor representative), Nic Acord (LU 581), Chris Mercer (LU 581), Dan Hird (LU 581), Brandon Novak (LU 581), Zac Thielen (LU 581) and Jon Yee (LU 581). Back Row (left to right): Jason Sills (LU 581), Dan Lang (LU 581), Nate Becker (LU 581), Austin Hardman (LU 581), Dave Vinton (LU 581), James Wensel (LU 447), Brian Fairbanks (LU 581, Glazing Instructor), Sierra Littlejohn (LU 447) and Director of Training Howard Baker.
 DISTRICT COUNCIL 9 – NEW YORK CITY

This fall, members and leaders of District Council 9 launched a new program with the New York City Housing Authority to give residents of public housing a new outlook on life.

District Council 9 and the city announced the official launch of a new civil service apprenticeship program which gives just over 100 residents of the public housing system the opportunity to be trained side by side with DC 9 painters. Upon successfully completing the program, those residents will have journey worker status and become full-fledged, card-carrying members of the International Union of Painters and Allied Trades.

This will give them the opportunity to work on any union construction site in New York City, including the World Trade Center. Or, they can work where they live in the public housing and be a part of building a better life for their fellow residents.

Although bureaucracy did its best to slow, and even halt, the process of getting this new apprenticeship program launched, DC 9 never backed down and prevailed. “This was two years in the making,” said DC 9 Political Director Davon Lomax. “But we took a stand and, with the help of City Councilman Ritchie Torres, the council and the mayor finally listened.”

“The city’s first ever civil service apprenticeship program will focus on recruiting housing authority residents as an innovative way to ensure folks have the opportunity to work in the neighborhoods they come from,” Joseph Azzopardi, DC 9 business manager/secretary-treasurer told reporters at the announcement. “It is a pathway to the middle class.”

As for those new apprentices already in training to fulfill their dream of having a successful career in the trades? “They love it,” said Lomax. “There is so much excitement among them to become union members and get the real opportunity to join the middle class.”
The Trailside Museum and the IUPAT paint shop at the Pine Ridge Job Corps Center have had a working relationship for nearly 13 years. During this time, the Job Corps students at Pine Ridge have helped maintain the exterior finish of the museum. In addition to painting, they helped build the museum’s main display with the aid of students enrolled in the carpentry program.

Two years ago, Patricia Norman, the Trailside Museum director and curator, contacted the Job Corps Center about getting the building repainted. Without hesitation, local IUPAT members joined the Job Corps students to set up scaffolding, power wash, scrape, prime and paint the building.

The IUPAT and its Job Corps program are proud to give back to our communities. As we look ahead to 2017, we will continue to participate in community-based projects that give our students real world experience with the tools of their trades. These projects are also vital to the IUPAT maintaining visibility within the communities we serve, and solidifies our reputation as an organization that cares for its members and families.
In 2012, the Painters and Allied Trades for Children’s Hope Foundation, or PATCH, launched an initiative to buy school supplies for students in elementary and middle schools across the United States. Since then, it has donated over a quarter of a million dollars-worth of supplies to thousands of students in nearly a dozen cities.

Founded in 2001, the primary mission of the PATCH Foundation is to support organizations that provide children with education, medical services and the opportunity to play sports in North America. To date, the PATCH Foundation has donated over $1 million to achieve that mission and bring about profound change for children in our communities who need it most.

COMMUNITY BUILDING

The PATCH schools initiative gives IUPAT members the opportunity to not only provide children with school supplies crucial to their learning, but also to partner with local community groups, school teachers and the school administrations. This is an important part of our efforts, as the IUPAT is working on a daily basis to become more of a community partner.

“The PATCH Foundation has allowed us to do so much for our communities, and this initiative in particular has been extremely gratifying as we help these great kids and teachers,” said IUPAT General President Kenneth Rigmaiden. “It is a perfect way for us to introduce ourselves as union men and women in these communities, and show them that we are going to be there as good neighbors. That it is our goal – to grow and take care of our communities, too.”

This year, the PATCH Foundation gave supplies to children in four areas:

- Wilson Elementary School in Kenosha, Wisconsin
- Ross Woodward Classical Studies in New Haven, Connecticut
- Harbor City Elementary School in Melbourne, Florida
- In Baltimore, Maryland, IUPAT volunteers participated in the Belair-Edison Education and Wellness Fair, where we donated bags and supplies to local students.

“Wilson staff, students and their families expressed great gratitude at the donation of back packs filled with supplies,” Wilson Elementary Principal Yolanda Jackson-Lewis told the Journal. “PATCH and the IUPAT were greeted with smiles,
hugs, high-fives and lots of thank you’s from Wilson students and staff during an assembly on the first day of school. PATCH workers also visited the school during its Open House and had an opportunity to meet and greet some Wilson families. Students and their families were so grateful. One single mom of two boys in 2nd and 3rd grade, expressed, ‘I appreciate this so much. It’s hard all by myself.’ Another Wilson family member, taking care of three grandchildren and two of her brother’s children, was brought to tears at the generous donation. She said the back packs and school supplies were ‘a huge help and a big blessing.’”

“In the 17 years I’ve worked for the union, that has probably been the most worthwhile project I have ever been involved in,” said District Council 78 Business Representative Debbie Greco when talking about the IUPAT gift of supplies in Florida to Harbor City Elementary. She reported that teachers, parents and grandparents were very thankful for the gifts, as well, but what really stood out that day was the fact that over 50 students who were homeless were able to carry the same bags with the same supplies as everyone else.

It was another great year in giving back to the communities through the PATCH Foundation for the IUPAT. Take a look at more of the organizations we have been able to support due to your generous donations to your local PATCH collections at www.Facebook.com/PATCHfoundation.

Our work is far from over, and we look forward to supporting our communities through PATCH in 2017!
Moving Forward

It was a presidential race like no other. It seemed to take a turn every week, leaving pundits and commentators scratching their heads. However, when it came to the voters, there seemed no doubt. Donald Trump won the election with a resounding 306 electoral votes, with Hillary Clinton collecting only 232 (270 votes are required to win the presidency).

Today, the importance of the popular vote count is being widely debated among different groups, as Clinton is only the fifth presidential candidate to win the popular vote but lose the election (the others are Andrew Jackson in 1824, Samuel Tilden in 1876, Grover Cleveland in 1888 and Al Gore in 2000). As of this writing, Clinton leads by over two million votes as they continue to be fully counted. However, whether or not Donald Trump won the popular vote, one thing is for certain: He is our next president.

Now that the election is over, it is time to move forward as One Union with Donald Trump in the White House and make certain we continue to work for our best interests when it comes to the announced legislative agenda of this new presidential administration. Fortunately, for the Building Trades, President-elect Trump has made it clear that infrastructure investment is one of his top priorities.

THE TRUMP INFRASTRUCTURE PLAN

According to studies on the subject, for every $1 billion invested in infrastructure, 21,000 new construction jobs are created. Moreover, once a healthy and maintained infrastructure is up and running, the same reports note that there will be an overall boost to the economy of the country as capacity and output grows.

This is why infrastructure investment is a popular issue for both Republicans and Democrats – more jobs and a stronger economy.

Donald Trump has proposed a $1 trillion (that’s trillion with a T) investment in our infrastructure via private investment and tax credits to contractors. Although specific details are still being created and released on the proposal, this is obviously a proposal that we, as a union, must begin to work on with the new administration to ensure that they understand our value and are advancing policies that address manpower, certifications and training requirements, all of which are essential to putting our members to work.

Yet, just as importantly, unions of the Building Trades must also ensure that vital legislation and policies remain in place to safeguard our
opportunities for those jobs with fair pay and benefits.

**DAVIS-BACON ACT/ PREVAILING WAGE**

The Davis-Bacon Act was signed into law in 1931 to ensure that workers on federal construction projects with budgets over $2,000 are paid the local prevailing wage and benefits (typically the union rate). This was put in place largely to guarantee fair competition among bidders for jobs, but it also protects local workers from contractors bringing in their own, “cheaper” workers.

If you have ever worked on a federal, or some state projects, your pay rate was mandated by the prevailing wage. In areas with union density and a strong prevailing wage law, signatory employers can bid projects based on a prevailing wage rate that is close to your collective bargaining agreement and non-union contractors are also required to bid projects using the same wage rates. The elimination of prevailing wage means that even on government jobs non-signatory contractors can bid on a lower wage, making it harder for your employer to win projects that will put you to work.

Critics in Congress argue that repealing Davis-Bacon would save money for the federal government, despite the fact that the savings would come at the expense of the workers’ paychecks and local economies.

**PROJECT LABOR AGREEMENTS**

Also known as community workforce agreements, a project labor agreement (PLA) is a collective bargaining agreement with one or multiple labor unions to establish terms and conditions on a specific construction project. Used on both public and private projects, these agreements establish not only wages and benefits for workers, but also address terms for contractors and subcontractors including strikes, lockouts or work stoppages.

The success of PLAs on multiple projects is well documented, yet critics of these agreements maintain that costs increase because union wages are mandated and restrict competition among non-union contractors.

**A CALL TO ACTION**

Both Davis-Bacon and project labor agreements protect workers’ rights to fair pay and benefits. When it comes to political action, we always say that “all politics is local.” So it is up to every one of us, from our district councils up through our national efforts, to fight to keep these and other pro-worker policies in place.

After all, what good will new jobs be for any of us if they don’t pay us what we deserve for the work, and what we need to raise our families?

**WINS FOR LABOR ON ELECTION DAY 2017**

On the state ballot level, organized labor came through with a number of wins to protect working families. Some of those wins include:

**VIRGINIA**

Although still a Right-to-Work state, voters rejected a ballot measure to insert the rule into the state constitution.

**ARIZONA, COLORADO, MAINE AND WASHINGTON**

Voters in each state raised the minimum wage.

**ONE FOR THE BUILDING TRADES IN CALIFORNIA**

The public voted yes on Proposition 51, a $9 billion school bond measure that will create new construction jobs with the modernization of schools and community colleges across the state.
One of the largest and most important initiatives of the political activists of the International Union of Painters and Allied Trades is to work to get our own members elected to office. We are trying to be a part of the local zoning boards, school boards, city councils and state legislatures to give working families a voice in the decisions that affect us most.

One of our fellow members who was successfully elected is Victor Torres of District Council 78/Local Union 1010 in Orlando, Florida. After serving in the U.S. Marine Corps during the Vietnam War, he was a New York City Transit Police officer until he retired as 2nd Grade Detective and moved to the Sunshine State in 1993. However, answering the call of duty didn’t end in New York. In Florida, he answered a new kind of call – public service.

Torres moved to Florida to live the “American Dream,” he said. That included owning a house and enjoying a new start thanks to his transit police pension. He worked as a school bus driver and a driver trainer. He asked if there was a union he could join. He was told Local Union 1010 of the IUPAT represents those drivers, and he didn’t hesitate to join. “I was told I didn’t have to join,” he said. After all, Florida is a right-to-work state. “But I wanted to, and I told others to join as well. I told them that the union will always have your back.”

Over the years, Brother Torres helped his fellow drivers by explaining their rights as a worker when management came down on them. He was involved in political action as well, first volunteering in the Gore campaign to get out the vote, and then staying active in party politics to make certain the voice of working families continued to be heard by local leaders in all levels of government.

In 2012, he won his campaign to become a state representative and was re-elected in 2014. He paid special attention to the issues that were often overlooked by leaders who did not share his pro-worker positions. Then, in 2015, he decided to run for what would be an open seat in the State Senate this year. “I thought about it, and then realized that I wanted someone in that office who really cared for workers,” he said. After winning his race, he made it a priority to meet with labor groups, including IUPAT District Council 78. “Being a union member is in my blood,” he said. “The IUPAT has always supported me and worked to get me elected.”

State Senator-elect Torres plans on continuing to be a strong voice for working families in the state legislature, and the IUPAT will continue to “have his back.”
If the goals set forth by the Republican Party and the Trump/Pence ticket in the presidential election are any indication, working families have much to keep an eye on as new policy is formed under the next Congress and the Trump Administration. Organized labor must come together and be ready to fight an anti-worker agenda.

In addition to President-elect Trump being on the record as saying that wages are too high, his vice presidential pick, Mike Pence, has a long history of anti-labor politics.*

- As a congressman representing Indiana, he fought against raising the federal minimum wage.
- As governor of the state, he and his party blocked a raise in the state minimum wage.
- In 2012, Pence began a fight for and eventually won the battle to keep Indiana a Right-to-Work state.
- In 2015, he repealed the state’s prevailing wage law, which had established local wage levels for publicly funded construction projects.
- Pence has also followed an anti-worker agenda funded by the Koch brothers, the American Legislative Exchange Council, or ALEC, and Americans for Prosperity to repeal prevailing wage laws across the Midwest.

THE REPUBLICAN PARTY PLATFORM

In each presidential election, the Democrats and Republicans adopt at their conventions a party platform. These platforms are considered the official stance of the respective political party on a variety of issues to garner votes and build coalitions.

Take a look at what the Republicans have adopted in their platform:

“We will restore the rule of law to labor law by blocking ‘card check,’ enacting the Secret Ballot Protection Act, enforcing the Hobbs Act against labor violence and passing the Raise Act to allow all workers to receive well-earned raises without the approval of their union representative. We demand an end to the Project Labor Agreements; and we call for repeal of the Davis-Bacon Act, which costs the taxpayers billions of dollars annually in artificially high wages on government projects. We support the right of States to enact Right-to-Work laws and encourage them to do so to promote greater economic liberty. Ultimately, we support the enactment of a National Right-to-Work law to promote worker freedom and to promote greater economic liberty. We will aggressively enforce the recent decision by the Supreme Court barring the use of union dues for political purposes without the consent of the worker.”

The Republican Party officially stands against everything that organized labor stands for and their candidate, Donald Trump, has been elected president.

SUPREME COURT AND NATIONAL LABOR RELATIONS BOARD

As it stands today, there is already one vacancy on the Supreme Court after the passing of Justice Antonin Scalia. However, with Justices Ruth Ginsburg at 83, Anthony Kennedy at 80 and Stephen Breyer at 78, President-elect Trump may have the opportunity to appoint justices that would make for a 7-2 conservative court. This could have profound implications for workers’ rights in cases brought before the court for many years to come.

The NLRB was formed in 1935 when President Franklin Roosevelt signed the Wagner Act (also called the National Labor Relations Act) into law as a part of the New Deal program. The responsibility of this board is to govern relations between unions, employees and employers. This includes the oversight of employees’ right to organize and bargain collectively.

The board of five people who are charged with hearing and resolving labor disputes through various channels are appointed by the U.S. president. That gives the president the opportunity to decide if this board continues to act in the interests of employees under the Department of Labor, or in the interests of employers under what could be more appropriately called the “Department of Management.”

*Pence Seals Trump’s Anti-Worker Ticket
AmericanProspect.com
July 19, 2016
Four Great Union Plus Programs

**Health Savings**
Dental, vision and prescription discounts to help union members save. Visit UnionPlus.org/HealthSavings or call 1-877-570-4845.

**Life Insurance**
Competitive group rates. Layoff and strike assistance that helps protect union members who are out of work. Visit UnionPlus.org/Insurance or call 1-800-393-0864.

**Credit Card**
Three credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members. Visit UPcard.com or call 1-800-204-4514.

SAVE 15%* on the monthly service charge of qualified AT&T wireless plans

To start saving:
- Go online to UnionPlus.org/ATT, and follow the instructions,
or
- Bring this coupon to an official AT&T Store near you, along with your union identification for the Union Plus discount.

Discount code: 3508840

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*Available only to current members of qualified AFL-CIO member unions. Must provide valid union membership card or other acceptable proof of union membership and subscribe to services under an individual account for which the member is personally liable. See details at UnionPlus.org/ATT or visit an AT&T store. Discount subject to agreement between Union Plus and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not to additional monthly device access charges. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior plan charge of plans with more than 300MB, not to additional monthly device access charges. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior plan charge of plans with more than 300MB, not to additional monthly device access charges. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior

†Union Privilege is the sole sponsor and administrator of the rebate offers. AT&T is not a sponsor of the rebate offers and is not affiliated with the administration and operation of the rebates in any way. Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One, N.A., is not responsible for the contents of this message and/or any of the products/services mentioned.

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Becoming the First Choice
– By Mike Cassidy, Chairman of the Board

The Presidential race is over. We now know we have a new President Elect. What we don’t know is what impact the next administration will have on our collective construction industry.

On the positive side, experts have predicted the ending of this election cycle would mean good news for the construction industry. All the uncertainty surrounding the election has led some developers and owners to delay major projects, because they waited to see how the economy will respond once the dust has settled. Now that the dust is settling, they are beginning to respond.

If economic indicators are correct, we are anticipating moderate yet steady construction industry growth over the next five years. One of the primary preventers of such a recovery will be the absence of skilled and available craft workers; it will stop us in our tracks.

Although construction industry insiders are skeptical any political candidate is able to pass massive bills to fulfill campaign promises, this incoming administration has revealed a $1 trillion plan to boost infrastructure spending, focusing on projects like toll roads, bridges, airports and utilities. Spending on projects that fit our crafts can’t be all bad. Even a portion of that promise will help our efforts to create market share. We simply have to work together.

We now have more training schemes and opportunities developed and put in play by the Finishing Trades Institute (FTI) to enter our crafts and enhance skills than we have ever had at our disposal. Our trades do not just offer jobs, but instead, careers.

We need to make our collective crafts a first choice for young people and inspire those that left the trade to return, because we’re going to get busy. Some areas are hitting recruitment out of the park and membership is growing; young people are incentivized to enter and train in our trades in those areas. However, our recruitment efforts aren’t as successful as they could be in other areas. We need to identify and implement the best recruiting efforts throughout North America, and one tool that could help us identify best practices are the Pulse of the Industry committees.

If you attended the Finishing Industries Forum (FIF) in Orlando this past October, you’re familiar with the Pulse of the Industry Initiative. It was rolled out by the LMCI and IUPAT in early September, and it features trade committees comprised of labor and management representatives who are willing to openly share efforts (or lack thereof) that strengthen our local areas, trades and industry.

For the Pulse of the Industry Initiative to be successful, we all need to buy in and truly be prepared to have an honest and open conversation on the state of our industry, what we’re doing to make it better, what we need to be successful and then we have to carry out what we promise to do.

The Pulse of the Industry committees were a key focus of the 2016 FIF. Lots of wisdom was shared during those meetings, and many best practices were identified. Now we need to use that information. Our industry’s focus needs to be on what works to gain membership and market share by area and by craft. The Bold Future needs 30,000 new members!

Imagine the power of doubling our forces overnight and the positive effect that would have on each individual member. If we want increased wages and benefits, we must first control the market we are in or that demand falls on deaf ears.

I assume no one joined one of our crafts because they had to. I joined because I wanted to and am still proud to say I’m a craftsman. It was a choice and if still active, you must be proud of your craft and what you do as well. Share that pride with a friend or another craft worker not in the unionized segment. If each of us just brought in one new recruit, we would double almost overnight. Once you get market control, your demands are heard through clearer ears on bargaining day when increased wages and benefits are on the table.

Every DC and Local needs to develop ways to make new members welcome, wanted and work ready. Signatory contractors need to do the very same thing. It is past time to think outside the box with a willingness to change as we add new members to our team, which has many ladders of opportunity.

We can grow together if we all have the same goal in mind and our legacy left continues to grow and prosper.

Glad To Be Here – Mike Cassidy
For the past 12 months, the FTI conducted a search for new partners that could enhance our already robust health and safety programs. This effort resulted in the FTI partnering with North America’s largest provider of commercial and industrial rental equipment, United Rentals. This partnership will provide cutting-edge fall protection training, along with equipment operator training and certification for aerial boom lifts, scissor lifts, counterbalance and rough terrain forklifts.

These new training programs apply the latest in blended learning by mixing traditional face-to-face classroom instruction with self-paced online training.

This past September, IUPAT instructors traveled to the International Training Center (ITC) in Hanover, Maryland to attend the United Rental’s 32-hour Fall Protection Train-the-Trainer class. This program provided instructors with the ANSI compliant materials and base information necessary to deliver the half-day basic and the full-day standard Fall Protection programs. In November, IUPAT instructors attended a 32-hour Core 4 Train-the-Trainer at the ITC. This program enables instructors to certify operators on boom lifts, scissor lifts, counterbalance forklifts and rough terrain forklifts.

Expanding on this approach, the FTI also entered into a partnership with Serious Labs, Inc. to supplement the new operator certification and training with the latest in virtual reality technology. Serious Labs combines instructional design, game mechanics, and simulation technologies to challenge students through a series of realistic training missions that demand real-time and consequence-based decisions. Research demonstrates that this type of game-based training accelerates skill development and significantly improves retention.

An aerial work platform simulator was purchased that combines immersive virtual reality, fully interactive true-scale simulator controls, and an integrated actuator motion platform to provide the ultimate in aerial lift training. This simulator blurs the line between real-world operation and training in a safe, risk-free environment.

**BIM FOR IUPAT**

Building Information Modeling (BIM) is an intelligent, 3D model-based process that equips architecture, engineering, and construction professionals with the insight and
tools to efficiently plan, design, construct, and manage buildings and infrastructure. The FTI recognized the importance of tapping in, utilizing, and providing this technology to our members and has been working with Global eTraining to resell the industry’s best online courses in Autodesk, Microsoft and over 1,500 industry and professional courses.

Global eTraining, based out of Calgary, Canada, is an award-winning provider of interactive online training solutions with over 25 years of experience in developing and delivering exceptional computer-based learning. They are a strategic training partner to some of the world’s largest and most diverse multinational design, construction and software organizations, government bodies and educational institutions, and the global leader in designing training for the 21st Century.

They have designed Autodesk eTraining courses to give our members a solid understanding of software features and capabilities. The courses are divided into logically organized, easy-to-follow lectures and topics. The courses are available in two formats: Guided Courses, which is a structured learning path through the course material, ensuring thorough learning of all topics within the course, and qualifying users for an Autodesk Certificate of Completion; and Flexible Courses, which allows users to “dip in and out” of topics in any order to refresh knowledge as required ahead of new projects, or simply to improve understanding.

Global eTraining provides a complete library of all courses that include most of the AutoCAD/Autodesk software packages, with new titles continually released and added to the eTraining Library. This type of eTraining, especially for a comprehensive and ever-changing technology such as BIM, will allow our members to learn skills faster, retain knowledge longer, and apply skills to real-world projects.

The International Union of Painters and Allied Trades FTI continues to make state of the art training available to our members so that we remain the best of the best on the job site, which earns us more and more job opportunities. Learn more about your FTI programs by visiting www.FinishingTradesInstitute.org.
Now in its twelfth year, the Painters and Allied Trades LMCI held its annual Finishing Industries Forum (FIF) with great success in October. This two-day event, jointly hosted by the International Union of Painters and Allied Trades (IUPAT) and the Finishing Contractors Association International (FCA), was created to bring business, industry and union leaders together in one venue to discuss the challenges each face from their different perspectives and work in partnership to build a better bottom line while growing the IUPAT workforce.

Leaders of both organizations stressed the importance of partnership if we are going make a successful impact in our industries.

“We must be aware that when there is open discussion on different perspectives on our industry, challenges can lead to us coming together where we can sort those differences out, and arrive at a solution that benefits all of us,” said Kenneth Rigmaiden, general president of the IUPAT and LMCI co-chair.

“It’s time to make a commitment of not just being average any longer,” said Mike Cassidy, FCA chair and LMCI co-chair. “It’s time to take a stand. Average has never been good enough for me and I trust it’s not good enough for all of you.”

Attendees were given presentations by speakers who are experts in their field, and offered unique insight on better ways to do business. Workshops were also offered to review important business of the union and IUPAT contractors, such as the latest updates on the Pension Fund, industry craft certifications, and how to meet compliance in different fields within our industries in order to enter new sectors of our markets.

The compliance discussion concentrated on Infection Control Risk Assessment (ICRA) requirements. This is a crucial session for contractors and workers bidding for jobs on health care and patient care facilities. These requirements ensure that the work being done will not release harmful contaminants into the air, possibly causing illness for not only the patients in the facility, but the workers, as well. With these protocols firmly in place for the IUPAT workforce, more job opportunities in what has already become a leading sector in the construction industry will become available.
One of the featured workshops at this Finishing Industries Forum was Project Management 2.0. The original program, launched in 2008, taught critical core project management competencies such as estimating, budgeting, planning, scheduling and cost control with a case study on an IUPAT project in North America where students could apply the tools they learned to “real life” scenarios. Other topics emphasized soft skills, such as the study of behavioral preferences, and relationship skills, like conflict resolution.

The updated version has content that more closely aligns with the challenges we face today in the Finishing Industries. It also includes an extensive library of courses available in the Finishing Trades Institute online Learning Management System.

Project Management 2.0 will begin to hold classes in early 2017.

In addition to receiving information from the LMCI-sponsored programs at the event, attendees also had the opportunity to lend their own voices in a couple of ways to the forum.

During each of the general sessions, those in the audience were polled on certain topics for all to see the results of how their own local priorities for their business and the industry measured up with others’ thoughts.

Some of the results include:

- For a majority of attendees, this was the first FIF they’ve attended, or one of only a few.
- The LMCI Grants Program, the Project Management Program, and the Finishing Industries Forum are currently the three most Important programs that the LMCI offers.
- Among respondents, the top three most critical issues facing our industries is organizing, maintaining our high quality of training and increasing our market share.

Another avenue attendees of FIF had to lend their input on our industries was the Pulse of the Industry program in the second part of the week.

THE PULSE OF THE INDUSTRY

The purpose of this new program is to gather as much information about specific challenges in our industries as possible from local IUPAT leaders and signatory contractors who are working in the field every day. Based on that information, the IUPAT and its industry partners will set forth on market expansion plans that cater specifically to each craft with solutions to those challenges.

The first step of the Pulse of the Industry initiative was in September with a meeting of union and contractor representatives in Columbia, Maryland. There, they began the conversation on how unionized Finishing Trades can grow in our industries and what they believe is holding us back.

The results from that meeting were collected, processed and presented at this year’s FIF in a general session, and then used to generate additional discussion and problem solving in workshops separated by craft. The immediate feedback from participants has been incredibly positive.

“What a great couple of days,” said Shawn Theis of District Council 82/Local Union 286 (Minneapolis). “I had not experienced this type of event before, and with everyone marching toward the same goal, there is a bright future for our trades ahead.”


The Pulse of the Industry initiative will continue well into 2017 and beyond as we work to make IUPAT members the best of the best on more and more job sites in North America in the years to come.
SUICIDE IS TAKING ITS TOLL IN CONSTRUCTION

WHAT WE NEED TO KNOW TO RECOGNIZE ITS DANGERS, AND HOW TO PREVENT IT.

Working in the building and construction trades is a challenging career. There are high productivity demands on the workforce to meet deadlines, as well as working conditions that can often be an extreme danger if strict safety guidelines aren’t followed.

According to a July report from the Centers for Disease Control and Prevention (CDC), the stress from these factors, coupled with several others, are taking their toll on the construction workforce in the worst possible way. The suicide rate for construction workers is the second highest of all industries (farming, fishing and forestry was first). The report showed that 53.3 construction workers out of every 100,000 fall to suicide. A stark difference to the overall suicide rate of 12.93 people per 100,000 in the United States.

WHY CONSTRUCTION?

Before we can understand why suicide is so prevalent in construction, let’s take a look at the national picture. According to the American Foundation for Suicide Prevention and the National Action Alliance for Suicide Prevention:

- According to the last figures available from 2014, 42,773 Americans died by suicide (an average of 117 suicides per day)
- For every suicide, there are 25 attempts
- Suicide is the 10th leading cause of death in the United States
- Men die by suicide 3.5x more often than women
- White males accounted for 7 of 10 suicides in 2014
- The rate of suicide is highest in middle age – white men in particular

Research from the Carson J. Spencer Foundation, an organization focused on suicide prevention, has found that industries with the highest risk of suicide have the following factors:

- A male dominated workforce
- A widespread substance abuse problem
- A shift work system
- Access to a lethal means for suicide
- Fearlessness in a risk-taking environment

With these statistics and key factors of suicide in mind, the connection to what is being called an epidemic of suicide in the construction industry becomes more clear, especially when you consider the fact that the construction workforce is nearly 91 percent male, and 64 percent white. Bob Swanson, retired president of Swanson & Youngdale, a longtime IUPAT paint and drywall contractor in Minnesota, and a suicide prevention advocate for the National Alliance of Mental Illness (NAMI), draws an even more complete picture of connection between suicide and construction.

“As a worker in construction, there is the nearly constant uncertainty about the next job and your finances,” said Swanson to the Journal. “There is also the fact that people who are suffering from mental issues that are making them depressed or suicidal need structure in their lives. The work schedule in construction can change on a dime which can...
cause stress. Also, our line of work often calls for travel. If you’re working on the road in a town where you don’t know anyone, and you lack the support system you have in place at home, alcohol and drug abuse can become a problem which makes the troubles you’re going through even worse.”

Swanson became involved with the suicide prevention cause after losing his oldest son to suicide in 2009. He was 33 and lived with bipolar disorder. Swanson now speaks with groups throughout the country and explained that after years of grief, anger and guilt, he decided that he could make a difference by telling his own story. “Suicide loss survivors feel so alone because there’s a stigma and shame about mental illness and suicide. This is a different kind of death, not a simple passing, so people treat suicide loss survivors in a much different way, a less supportive way. I’m working to change that and hopefully save some lives at the same time.”

KEYS TO SUICIDE PREVENTION AND TREATMENT

Swanson believes that education and being proactive for treatment are the means to bringing the count of suicide victims down. “We need to make people aware of just how big this problem is and how many lives we lose every day to suicide. We have to attack the disease, not the victims. Men in construction have the ‘tough guy’ job site mentality that they don’t need any help from anyone. That has to change. If we see someone with problems on the job, we should reach out to them and ask if they need help. That has to come not just from the employers, but from their fellow workers, as well.”

Another factor to prevention is convincing those that live with conditions such as depression or bipolar disorder that they are not to blame. They are suffering from a disease, just like anyone who is suffering from cancer or heart disease and needs treatment.

RECOGNIZING SOMEONE WHO MAY NEED HELP

Read the following warning signs of someone who may be struggling and considering suicide, and take advantage of the resources and organizations for suicide prevention, as well. You just might make a difference and save a life.

As Swanson reminds every group he speaks to, all mental illnesses are treatable, all suicides are preventable.

WARNING SIGNS

Some behaviors may indicate that a person is at immediate risk for suicide.

The following three should prompt you to immediately call the National Suicide Prevention Lifeline at 1-800-273-TALK (8255) or a mental health professional.
1. Talking about wanting to die or to kill oneself. Communication may be veiled, such as: “I just can’t take it anymore.” or “What’s the use?”
2. Looking for ways to kill oneself, such as searching online or obtaining a gun.
3. Talking about feeling hopeless or having no reason to live.

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

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

RESOURCES FOR ADDITIONAL INFORMATION AND GUIDANCE

Suicide Prevention Lifeline
1-800-273-TALK (8255)

National Alliance on Mental Illness
NAMI.org / 800-950-6264

Carson J. Spencer Foundation
CarsonJSpencer.org / 302-219-5042

National Action Alliance for Suicide Prevention
ActionAllianceForSuicidePrevention.org / 202-572-3784

Man Therapy – Using humor to engage men to manage mental health
ManTherapy.org

OCTOBER-DECEMBER 2016 • JOURNAL 29
After a long and rewarding career, many dream of retirement with visions of beachfront properties, early golf tee times, hunting trips, and weekends with the grandkids. However, for many, realizing this well-earned dream is not merely a matter of reaching a certain age. How can you know when and if you are ready to retire? What should you do to prepare? While entering this phase of life can be exhilarating, it has the potential to be overwhelming just like any other new and different experience. This series of articles to follow in the Journal will address the topic of retirement-readiness and more—Beyond Your Pension: What’s Next?

### Beyond Your Pension: What’s Next? -- Are You Ready For Retirement?

**The Facts**

- According to the U.S. Department of Labor, the average American will likely spend at least 20 years in retirement, though fewer than half have calculated how much they really need to save. Further, with modern medical and technological advances, people are living longer and more active lives. It is estimated that retirees need revenue of at least 70-90% or more of pre-retirement income in order to maintain their standard of living.

- After age 65, Medicare assists with medical costs, but does not cover all health-related expenses. Serious health problems, which statistically occur with age, come with co-pays and deductibles that add up quickly. Additionally, some expensive medications may not be covered at all.

- While many plan for the financial perspective of retirement, most neglect to plan for the big picture—there are emotional, physical, and social factors to consider. What’s more, simply determining how to occupy two to four decades of free time can prove challenging. So then, what is the good news? The good news is that retirement can be both successful and fulfilling! It just requires proper advanced planning, education on the do’s and don’ts, and savvy know-how about the tips and tricks of the trade.

### What You Should Be Thinking About

- Research your options! Remember: this is your money, your life!* Know the laws, know the rules-of-thumb, avoid penalties and beware of scams! Most importantly, take your time—do it right. You should not retire before you understand exactly how to do so successfully nor should you retire just because you have reached a certain age. If you love your job, there’s no reason to stop working before you need or want to. In some instances, letting your money grow a little while longer may be the wisest course of action.

- Expect the unexpected. Emergencies and unforeseen occurrences can and will arise during any stage of life. Be sure to calculate in the costs of various scenarios: a new roof or car, living past age 100, nursing home costs, a market downturn or even inflation. And don’t forget to review trusts, wills, powers of attorney, and beneficiaries.

- Time! Your career may have prospered on the premise that the early bird gets the worm and this adage still rings true in retirement. The chart Dates To Remember outlines a few of the retirement deadlines you need to remember and meet to qualify for tax breaks and avoid penalties.

- Investments, insurance and income! IRAs, 401(k) plans, pension/annuity plans and other investment accounts are great sources of post-retirement income, but they should not be the end-all. Consider other sources such as rental properties, insurance, reverse mortgages, and social security (note, too, that social security benefits and

### Before You Retire, Ask Yourself...

**Who do I want to spend my retirement with? Is it important to have friends and family nearby?**

**What financial resources do I need? What will I do with my time?**

**Where do I want to live?**

**Why do I want to retire? Is it really time? Am I financially ready? Are my friends and peers retired?**

**When do I want to retire? What is my goal age and approximately how long will I be retired?**

**How do I want to live my life? Do I plan to maintain my same quality of life?**
forward to—actually being retired!

While a more relaxed lifestyle is just what you may have been looking forward to for years, many discover that the ‘vacation effect’ wears off after just a few months of retirement. When reality sinks in that you are not returning to work, there may be a learning curve to adjust to life without a career. Once again, by planning well in advance—what will I do with my time and how do I want to live my life?—such concerns can be put to rest almost entirely.

Imagine you had nothing scheduled on your calendar for a full week or more. What would you do with your time? Now think of that in terms of 25-plus years of retirement.

This aspect of planning is the fun part! Consider your values and what you enjoy doing. What brings you personal fulfillment? This may include pursuing a long-term dream, trying different and exciting activities, or taking up new hobbies and interests.

Realistically estimate how much of your time (and money) these pursuits will require. Then set goals. These goals should be self-sustaining just as your career was. While it is important to build a good support system and network, remember: socialization with friends, peers, and family may not always be an option depending on their retirement status or physical location.

Have you always wanted to learn a new language or travel to a foreign country? Do you want to improve your golf handicap? Perhaps you love gardening but never had the time to devote to it? This is your chance! Setting realistic and attainable goals will create purpose and structure, curbing any tendencies towards boredom and restlessness that can often result from retirement.

After you have your list of goals and before you book your plane ticket to Brazil, take some time to speak with your spouse, partner, or close family members to candidly discuss what your retirement means to both you and them. Ensure that you are on the same page about what the future holds. As previously mentioned, retirement is a major life event for the entire family. Frustrations can arise if there is a failure to work together in advance to establish a game plan.

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DATES TO REMEMBER

APRIL
- IRA contributions must be made by April 15 each year.
- For retirement funds, the first required minimum distribution must be taken by April 1 of the year after you turn 70 ½.

DECEMBER
- 401(k) plans and minimum distributions from traditional retirement accounts are due at the end of each calendar year on December 31.
- Medicare beneficiaries can make changes to their prescription drug coverage each year between October 15 and December 7.

OTHER
- The IUPAT Pension Fund recommends submitting your pension application approximately 90 days prior to your anticipated retirement date.
- You can sign up for certain Medicare plans during a seven-month time period before you turn 65. However, Medicare has a different six-month initial enrollment period that begins when you’re 65 or older and only after you’ve enrolled in Medicare Part B.
- You can sign up for Social Security beginning at age 62. However, payments are reduced if you sign up before you reach full retirement age.

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retirement savings are taxable). Also, if you have plans to continue working after retirement to supplement income or stay active, be sure to determine how this will affect your tax liabilities and retirement plans such as any pensions or annuities. To speak to someone at the International Fund about your pension plan, obtain an estimate of your benefits, submit an application, or ask a question, contact 1-800-554-2479 or pension@iupat.org.

Realistically evaluate your retirement needs. Do not assume that you can live off less or that downsizing will always be the practical option. Consider: are your debts paid off? Are dependent children still a factor? What about elderly parents? Additionally, it may also be a good idea to involve a spouse, partner, and other immediate family members in the decision-making process; they may have insight to share. And while it is true that the ultimate decisions are yours to make, your retirement can be a major change for everyone in your life.

Estimate! One certified financial planner recommends this calculation for hopeful retirees: add up everything in terms of investments and then multiply by .04 (withdrawal percent of the initial amount annually). For example, if you have $500,000 saved, your annual withdrawal would be $20,000 over the course of 25 years. Then add in any social security and pension/annuity benefits. Consider any supplementary retirement accounts and forms of income not included in the initial annual amount. Next, calculate in any additional post-retirement expenses including debts, insurance, medical costs, traveling, and hobbies. Determine if this budget is feasible to live on. If not, there is no easy fix, but a trusted financial advisor should be able to guide you in the right direction.

RETIREMENT: THE GOOD LIFE

Once you have all of your financial plans in order, you can put some effort into what you are really looking
everyone agrees with. Avoiding this can safeguard your peace of mind.

**ONLY THE BEGINNING**

Granted, in today’s world, retirement is no longer the guaranteed rite of passage that it used to be. But it is still a beautiful part of life. For a novice retiree, it is a new phase with its own rewards and challenges. Organizations like the IUPAT and the International Pension Fund work hard to make a successful retirement for its participants a reality. By keeping the themes of this article in mind, a positive transition into retirement is not just possible, it is realistic. You can make retirement work for you!

But what if you aren’t ready to retire? What if you have just begun your career or retirement is still a few years or even a few decades off? Where should you start and how can you plan now for the future? An article in our next edition will answer these questions.

*The U.S. Department of Labor provides a Retirement Toolkit with information from various government agencies on planning for retirement the right way including helpful worksheets and calculators. Visit [https://www.dol.gov/](https://www.dol.gov/) and type, “Retirement Toolkit” in the search bar.*

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**1099-R STATEMENTS**

The 1099-R forms from 2016 will be mailed out to all pensioners and annuity recipients no later than January 31, 2017. Please allow 10 days from our mailing date to receive this information. This form is needed to file your 2016 tax returns. If you know your address is not correct with the Fund office, it is imperative that you correct it prior to the 1099-R mailing, as this may significantly delay your receipt of this important tax document. Change of address forms can be found at [www.iupatpension.org](http://www.iupatpension.org).

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**OUR RETIREES**

Listed below are the pensioners awarded a pension benefit through the International Painters and Allied Trades Industry Pension Fund from August 2, 2016 through November 1, 2016. On behalf of the Board of Trustees, please join us in wishing them the best of luck, and a long and fruitful retirement.

FRANK R ABEL ...................... LU 604
ANTHONY K ADAMS ................ LU 120
MARY JANE ADDIS ............... LU 675
RICHARD DALE ADKINS .......... LU 970
LAURENS ADRIANSE ............... LU 1005
ABRAHAM ALBA .................... LU 1100
KIM M. ALLEN ..................... LU 41
RUMYAND E ALLRED .............. LU 38
PEDRO R ALVARENGA ............ LU 1036
WESNER ANJOU .................... LU 24
MARK A ATKINS ................... LU 1036
JULIO AVILA JR .................. LU 1136
NICHOLAS RICHARD BADAME .... LU 456
GEORGE BALANIKAS .............. LU 24
JAMES W BALL .................... LU 820
TIMOTHY J BARBER .............. LU 467
JAMES E BARCLAY, JR .......... LU 1010
DONALD H BARKER .............. LU 6
JULIO B BARGUERA .............. LU 636
GORDON R BELDIN ............... LU 424
PAUL J BELLVEAU ............... LU 490
JOHN V BERG ..................... LU 33
RONNIE A BERNHARDY ........... LU 1179
GERALD J BERTRAM ................ LU 505
ARKADIY BETSIS ................... LU 24
STEVEN E BICKFORD ............ LU 1778
MICHAEL JEROME BILLA, JR .... LU 27
JOSEPH P BIVONA ............... LU 1486
PATRICK LEO BLAKE ............ LU 7
Rex A BLAKE, Sr ................ LU 91
CARROLL L BOONE ............... LU 100
TIMOTHY M BOOTH .............. LU 1955
WILLIAM N BORAK, JR .......... LU 2011
MICHAEL R BOWEN ................ LU 277
WILLIAM G BROADFOOT III .... LU 1175
DARYL F BRODEUR .............. LU 1333
DAVID WAYNE BROWN ........... LU 1976
Rickey L BROWN ................ LU 1275
RONALD LEE BUCKLEY .......... LU 1385
WILLIAM BUETTNER .............. LU 6
FLOYD LEE BYRD ................ LU 1165
JOSEPH A CAGGIANO ........... LU 1281
CHRISTOPHER W CAMPBELL ...... LU 9254
ROBERT J CANTATORE, JR ...... LU 19
PAUL D CARSEY, JR ............ LU 1275
TOMMY L CARSON ................ LU 91
FRANK J CAVINS ................ LU 1399
STANLEY J CERECH ................ LU 639
THOMAS ANDREW CHAPELA ...... LU 1621
MILADIN CICIC .................... LU 1778
JEFFREY S CLANCY .............. LU 106
PRESCOVA CLARK, JR ........ LU 1964
WILLIAM R CLARK .............. LU 1
KENNETH D CLINARD ............ LU 1293
JOHN P CONWAY ................ LU 106
JOHN FRED COOPER ............. LU 677
KEVIN COPLEY ................... LU 970
RICHARD P CORNISH ........... LU 88
LYLE A CRAMER .................. LU 567
CORY C CRIST .................... LU 106
ROBERT CRIST ................... LU 1275
DONALD HUGH CURTIS .......... LU 300
KEVIN L DALTON ................ LU 1176
JOHN A DAVIS .................... LU 612
RICKIE A DAWSON .............. LU 157
RONALD M DE LA TORRE .......... LU 159
SILVESTRO DE PALMA ........... LU 18
TIMOTHY SCOTT DEGENER ...... LU 460
DANIEL VINCENT DELORENZO .... LU 1009
JOSEPH CEASAR DELUISI ........ LU 252
JOSEPH R DI SANTI ............. LU 1486
FRANCIS JOSEPH DIPERSIO ...... LU 921
VINCENT A DODECI ............. LU 505
ANNETTE DOUGLAS .............. LU 1185
DENNIS E DOUVILLE ............. LU 106
ALBERT DUANE DOWNEY ....... LU 150
CHARLES M DUNAGAN ............ LU 963
JAY RO DUQUE ................... LU 155
VINCENT ECHEVERRIA, JR ...... LU 1237
JUSTIN H ELIIS .................. LU 830
NANCY ANN ENGLE .............. LU 6
EDWARD THOMAS EVERT III .... LU 1087
MICHAEL C FASANO .............. LU 1486
JESSE W FERRELL, JR .......... LU 27
FRANCISCO FIGUEROA ........... LU 830
LAWRENCE L FISHER, JR ....... LU 1773
RICHARD L FOSTER ............. LU 246
KURT J FOX, Sr ................ LU 788
LUCEO E FRETES ................ LU 25
WILLIAM RICHARD FRITZ ...... LU 159
BILLY P FULLER ................. LU 807
DENNIS M FUSCIA .............. LU 1171
RICKY E GALLUP ............... LU 774
STEPHEN J GARCIA ............. LU 1136
STEVEN RAY GARLAND ......... LU 820
MICHAEL ALEEN GEER .......... LU 357
MARTIN L GEHRINGER ............ LU 246
July 1, 2016 – September 30, 2016

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IUPAT IN MEMORIAM

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## IUPAT CASH & INVESTMENTS

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<th>OPERATING FUNDS</th>
<th>BALANCE AT 1/1/16</th>
<th>GAIN (LOSS)</th>
<th>BALANCE AT 9/30/16</th>
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<tbody>
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<td>General Fund</td>
<td>$23,342,055</td>
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<td>Organizing Fund</td>
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<tr>
<td>Building Corp</td>
<td>$4,301,836</td>
<td>$361,994</td>
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<tr>
<td><strong>TOTAL OPERATING FUNDS</strong></td>
<td><strong>$33,448,222</strong></td>
<td><strong>$2,356,576</strong></td>
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<td>AD&amp;D</td>
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<td>$30,028</td>
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<td>Death Benefit</td>
<td>$22,254,491</td>
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<td>Convention</td>
<td>$2,517,685</td>
<td>$1,076,317</td>
<td>$3,594,002</td>
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<td>FIDR Fund</td>
<td>$613,436</td>
<td>$(9,763)</td>
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<td><strong>TOTAL OTHER FUNDS</strong></td>
<td><strong>$25,755,984</strong></td>
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The IUPAT Community Day of Action
April 15, 2017

By recommendation of the CORE (Community Organizing for Real Economics) Strategic Planning Committee, members of the International Union of Painters and Allied Trades will participate in a new annual program where we come together to give back to the communities in which we live and work.

The IUPAT Community Day of Action is on April 15, 2017. Our members will choose a project in their community that will advance our mission to grow the IUPAT under CORE.

Our five main goals in CORE are to:

1. Battle the underground economy in construction
2. Fight to maintain affordable housing in urban development
3. End income inequality and its effect on our industries and communities
4. Lobby for industry standards in our work to protect the environment
5. Build campaigns to fight discrimination and promote civil and human rights

The IUPAT Community Day of Action will focus on the contributions and efforts made by our district councils in building relationships within their communities. Actions can range from performing work on a community park, participating in political rallies and social events, preserving the environment, or civic and community outreach.

This event will be promoted across social media so that our fellow members can see what we can accomplish in just one day when we all work together. We will also alert local media to highlight our work within our communities and show that the members of the IUPAT are neighbors who are dedicated to building our communities.

Every third Saturday of April.