

In the Matter Of:

IN RE LOCAL UNION NOS. 93, 130, 501 AND 597

REPORT OF PROCEEDINGS

November 15, 2012

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UNITED ASSOCIATION OF
JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA

IN RE: LOCAL UNION NOS. 93, 130, 501 AND 597

REPORT OF PROCEEDINGS

Hearing held on November 15, 2012

Reported By: Shannon M. Frey, RMR, CRR
Certified Shorthand Reporter
CSR No. 84-002197

GROVE & ASSOCIATES REPORTING

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1 HEARING OFFICER BOYCE: Good morning,
2 everybody. We are going to go on the record now. My
3 name is Eric Boyce. I'm the business manager of
4 Plumbers Local 24 in West Caldwell, New Jersey. I
5 have been appointed hearing officer by General
6 President William T. Hite to conduct the hearing on
7 whether Local Union 93 of Waukegan, Local Union 130
8 of Chicago, Local Union 501 of Aurora, and Local 597
9 of Chicago, Illinois, should be consolidated in
10 accordance with Section 84 of the UA Constitution.

11 Now, a transcript is being made of
12 this hearing today. Any party desiring a copy of the
13 transcript should make arrangements directly with the
14 reporting service to purchase a copy. You can make
15 these arrangements with Shannon, the reporter, either
16 during a break or at the closing of the hearing
17 today.

18 In an effort to make this as
19 accurate a report as possible, which is of the utmost
20 importance of everyone concerned, I will ask that
21 when you get up to speak -- and everybody will be
22 given their opportunity to speak today -- that you
23 identify yourself for the record so that we've got an
24 accurate accounting of who said what while we're here

1 today.

2 Now, only UA members will be allowed
3 to be present at this hearing today. The only
4 exception is that if a party wishes to present a
5 witness who is not a United Association member, that
6 witness will be allowed to be in the hearing room
7 only during the time that he or she is testifying.

8 No attorneys will be allowed in the
9 hearing except to act as witnesses.

10 Now, before proceedings, I would
11 like to have all the persons in the room identify
12 themselves and state whether they are UA members, and
13 for the record please state your name, the local
14 union you are affiliated with, and your UA card
15 number.

16 Jimmy?

17 MR. COYNE: James Coyne, Business Manager,
18 Plumbers Local 130, UA No. 1040125.

19 MR. KARNER: Lynn Karner, Business Manager,
20 Plumbers Local 93, UA card No. 1027060.

21 MR. SPANGLE: Scott Spangle, Plumbers Local
22 93, Card No. 1021599.

23 MR. TERVEN: Rick Terven, United Association,
24 Card No. 104429.

1 HEARING OFFICER BOYCE: I'm sorry, Tom?

2 MR. ANDREWS: Tom Andrews, Business Manager,
3 Plumbers and Pipefitters, Local 501, Card
4 No. 1050124.

5 MR. VASQUEZ: Tim Vasquez, Plumbers and
6 Pipefitters, Local 501, and my card is in the car.
7 I'll have to get back with you.

8 HEARING OFFICER BOYCE: For the purpose of the
9 hearing we can go with the honor symptom here.
10 There's enough guys in the room that know if you
11 don't belong here.

12 MR. VASQUEZ: Sure.

13 HEARING OFFICER BOYCE: That's fine.

14 MR. BUCHANAN: Jim Buchanan, Business Manager,
15 Pipefitters Local 597, 1008053.

16 MR. MORRISSEY: Kevin Morrissey, Financial
17 Secretary/Treasurer, Local 597, Card No. 1050069.

18 HEARING OFFICER BOYCE: John?

19 MR. LINDSTROM: John Lindstrom, United
20 Association, card No. 1011704.

21 MR. CADE: Curt Cade, UA rep State of Illinois
22 and Indiana, UA Card No. 1021962.

23 MR. RIOCH: Matt Rioch, Local 93 member, Card
24 No. 1612229.

1 MR. WESTPHAL: Raymond J. Westphal, Local 93
2 member, Card No. 1136292.

3 MR. HANKINS: David Hankins, Local 93,
4 Executive Board, card No. 1043733.

5 MR. JENNRICH: Tom Jennrich, Training
6 Coordinator, Plumbers Local 93. My card is in my
7 car.

8 MR. GLANDER: Gary Glander, Local 93, Card
9 No. 1021590.

10 HEARING OFFICER BOYCE: Okay. Just before
11 anybody asks, so I can say I'm a UA member too, my
12 card number is 1053463. I know I'm in Illinois;
13 somebody is going to ask me that question today.

14 At this time I would like to excuse
15 anyone who is not a UA member. However, if there are
16 any witnesses, you should wait outside the hearing
17 room so that you're available when it's time for you
18 to testify.

19 So we're all UA brothers here at
20 this point. I would now like the person to elect a
21 spokesman for Locals 93, 130, 501, and 597 to
22 identify themselves for the record.

23 Each local is allowed two chief
24 spokesmen for their organization. In addition to a

1 spokesman who may testify if they so desire, each
2 local may call as many witnesses as are necessary to
3 present its case.

4 So who will be the chief spokesman
5 and second spokesman for Local 93?

6 MR. KARNER: Lynn Karner.

7 MR. SPANGLE: Scott Spangle.

8 HEARING OFFICER BOYCE: For Local 130?

9 MR. COYNE: Jim Coyne. I'm by myself today.

10 HEARING OFFICER BOYCE: Local 501?

11 MR. ANDREWS: Tom Andrews, Tim Vasquez.

12 HEARING OFFICER BOYCE: And, Jimmy, Local 597?

13 MR. BUCHANAN: Jim Buchanan.

14 MR. MORRISSEY: Kevin Morrissey.

15 HEARING OFFICER BOYCE: Okay. Now, I would
16 like each chief spokesman for each local union to
17 state whether the Local received a copy of the notice
18 of this hearing.

19 Local 93?

20 MR. KARNER: We did.

21 HEARING OFFICER BOYCE: Local 130?

22 MR. COYNE: Yes, we did.

23 HEARING OFFICER BOYCE: Local 501?

24 MR. ANDREWS: Yes, we did.

1 HEARING OFFICER BOYCE: And Local 597?

2 MR. BUCHANAN: Yes, sir.

3 HEARING OFFICER BOYCE: I note that
4 International Representative Curt Cade is present,
5 and I'd like him to identify himself for the record,
6 which we've already done.

7 And Brother Cade, I just want to
8 confirm that you will be acting as a spokesperson for
9 the United Association this morning.

10 MR. CADE: That is correct.

11 HEARING OFFICER BOYCE: For the record, I'd
12 like to read Section 84 of the UA Constitution, which
13 is entitled "Consolidation of Local Unions."

14 "Whenever, in the judgment of the
15 General President, it is apparent that there is a
16 superfluous number of local unions in any locality,
17 and that a consolidation would be for the best
18 interest of the United Association, either locally or
19 at large, he shall have the power to order local
20 unions to consolidate and to enforce the
21 consolidation of said local unions, or said territory
22 in one or more local unions, provided such course
23 received the sanction of the General Executive
24 Board."

1 Now as another preliminary matter I
2 want to put into the record a copy of documents that
3 I have received from the United Association
4 concerning this case.

5 These exhibits will be marked
6 Hearing Officer Exhibits 1 and 2.

7 (Hearing Officer Exhibit No. 1
8 marked.)

9 (Hearing Officer Exhibit No. 2
10 marked.)

11 HEARING OFFICER BOYCE: I will provide each
12 party in the room with copies of these.

13 For the record, the exhibits are as
14 follows. Hearing Officer Exhibit 1 is the report and
15 recommendation of International Representative Curt
16 Cade dated October 10, 2012.

17 Hearing Officer Exhibit 2 is a copy
18 of a letter dated October 18, 2012 from General
19 President Hite appointing me as the hearing officer,
20 setting this hearing, and notifying the affected
21 locals of the date, time, and location of the
22 meeting.

23 I will give everybody a copy of each
24 of these exhibits. (Indicating.)

1 As Hearing Officer I intend to see
2 that this hearing is conducted in a fair and orderly
3 manner. Keep in mind that this hearing is not being
4 conducted in a court of law and those of us present
5 are not lawyers or judges. We're all fellow union
6 brothers, and I want this proceeding to be conducted
7 in a friendly and fraternal atmosphere.

8 It's not necessary for any of the
9 parties to concern themselves with the procedures of
10 courts of law. As Hearing Officer I will see to it
11 that all rights are fully protected, and I will give
12 all sides a full opportunity to present their
13 positions today.

14 The procedure we follow today in
15 this hearing will be as follows: I will call upon
16 Brother Cade to make his presentation, including any
17 witnesses or documents he wishes to present regarding
18 his recommendations.

19 After Brother Cade presents each
20 witness, the chief spokesmen for the local unions
21 will be given the opportunity to cross-examine those
22 witnesses.

23 Also, once Brother Cade's
24 presentation has been completed, including any

1 witnesses and documents he presents, the chief
2 spokesmen for the local unions will be given the
3 opportunity to cross-examine Brother Cade.

4 Please understand that questions on
5 cross-examination should be related to issues of
6 consolidation and/or change in jurisdiction and only
7 the testimony of the witness. If all parties follow
8 this rule, we will keep the hearing organized and
9 focused on the issues at hand.

10 Also, this rule will help eliminate
11 personal animosity and abuse which are not part of
12 any legitimate cross-examination in this hearing and
13 which have no place here today.

14 After Brother Cade has presented his
15 case, I will call upon Brother Rick Terven to speak
16 on behalf of the United Association. And once that
17 is complete, we will -- Brother Cade and the other
18 local union chiefs will be given an opportunity to
19 cross-examine any other spokesmen or witnesses.

20 The same procedure I have outlined
21 above will be used for any question that Brother Curt
22 Cade or any local union chief spokesman has for any
23 of the local union spokesmen or witnesses.

24 Questions should be related to the

1 issues and the testimony and should not be hostile or
2 abusive.

3 After the presentations of the local
4 unions have been completed, I will allow Brother Cade
5 the opportunity to present any rebuttal testimony he
6 wishes to give. I will then give each local union an
7 opportunity for rebuttal, as well.

8 If there are any questions
9 concerning any rebuttal testimony, we will follow the
10 same procedure I've described regarding
11 cross-examination. Questions on cross-examination
12 should be related to the rebuttal testimony only.

13 Now, at this time I call on Brother
14 Cade to present his case.

15 MR. CADE: Thank you, Brother Boyce.

16 Good morning everyone.

17 HEARING OFFICER BOYCE: Good morning.

18 (Audience: "Good Morning.")

19 MR. CADE: Thank you everyone for coming. My
20 name is Curtis Cade. I am the UA International
21 Representative for the State of Illinois, and I
22 recommend this merger because it's beneficial to all
23 UA members in Northeast Illinois, and it's beneficial
24 to the UA at large and the industry.

1 We will be hearing from each of the
2 affected Locals, but I wanted to make a short
3 statement and to introduce documents in support of
4 the proposed merger.

5 In my capacity as the UA area
6 representative for the State of Illinois I work with
7 all the Locals and the pipe trades. It is clear that
8 no local exists as an island separate and apart from
9 surrounding Locals. This is particularly true in the
10 case of Northeastern Illinois where we have one
11 integrated labor market.

12 The counties covered by the merger
13 are Cook, DuPage, Kendall, Kane, Lake, and McHenry.
14 These counties are commonly referred to as
15 Chicagoland in recognition that the area has become a
16 single market consisting of about nine-and-a-half
17 million people. Business leaders long ago recognized
18 that the satellite counties outside Cook County
19 constitute a single greater metropolitan area.
20 Coordinated planning and cooperation between the
21 counties compromising the metropolitan area is
22 critical to build and maintain an infrastructure of
23 roads, ports, highways, airports, hospitals, and
24 pipelines that crossed county and governmental lines.

1 The same holds true for the building of sewage
2 systems, waste removal and management, and provide
3 drinking water.

4 In recognition of the economic
5 integration of this region, an agency has been
6 created called the Chicago Metropolitan Agency for
7 Planning. This is an agency that integrates land
8 use, planning and transportation planning for the
9 counties of Cook, DuPage, Kane, Kendall, Lake,
10 McHenry, and Will Counties.

11 The CMAP and its partners seek to
12 remove barriers across geographical boundaries in
13 order to facilitate efficient land use,
14 transportation, housing and economic development in
15 the area. In 2012, the governing boards in the seven
16 counties in Northeastern Illinois that comprise the
17 CMAP adopted a comprehensive plan called "Go to
18 2040." The point that needs to be made is the
19 business leaders recognize that Chicagoland is a
20 single market, and the UA should as well.

21 The UA cannot turn a blind eye to
22 the economic realities. Now there are four UA locals
23 serving this area: Local 130, a straight line
24 plumbing local; Local 93, a straight like plumbing

1 local; Local 501, a combination local; and Local 597,
2 a straight line pipefitting local.

3 When the merger is approved this
4 will be reduced to two straight line locals:
5 Local 597 representing pipefitting, and Local 130
6 representing plumbers. This structure will help the
7 UA police its jurisdiction, protect labor standards,
8 organize effectively, and plan for the future in
9 Northeast Illinois.

10 It will also eliminate
11 ineffectiveness that now occurs when contractors
12 regularly work throughout these counties. Right now
13 contractors must deal with multiple contracts,
14 multiple work rules, and multiple trust funds. It
15 would ease the burden and foster competitiveness if
16 there were only two locals to deal with and
17 ultimately two sets of trust funds.

18 It is important to realize that this
19 merger is part of an evolution of the outer counties
20 from largely rural areas to increasingly urban areas.
21 A bit of history is instructive. Fifteen years ago
22 when five locals did business in the counties of
23 DeKalb, DuPage, Kane, and Kendall, Bill Hite in his
24 capacity as International Representative wrote a

1 letter to President Maddoloni in 1997 recommending
2 that these five locals be merged into a single local.
3 The reasons he made this recommendation and the
4 reason UA General President Maddoloni accepted the
5 recommendations are similar to what we are dealing
6 with here today. It was necessary then and it is
7 necessary now to consolidate locals that comprise a
8 single market.

9 It was pointed out that the five
10 locals that would be merged to create Local 501
11 operated in a corridor of 25 miles. It was
12 inefficient for contractors to deal with five locals
13 in close geographic proximity. The merger allowed
14 contractors to deal with single union in the area to
15 handle one collective bargaining agreement rather
16 than five, contribute to only one local's benefit
17 funds and dues check off and be subject to a single
18 audit from those funds rather than multiple audits.
19 The 1997 merger also created union efficiencies
20 needed to service the membership, police the
21 jurisdiction, and to compete in the regional plumbing
22 and pipefitting market.

23 The merger of the five into one
24 bought these locals in the Northeast Illinois an

1 additional 15 years. However, the reason that
2 existed in 1997 to merge five locals also exists with
3 equal force today to take four locals to create two
4 locals serving the straight line jurisdiction needed
5 in the Chicagoland area.

6 A merger is never easy but it
7 usually works and when the dust settles, it is
8 sometimes hard to imagine why we hesitated not to
9 complete this before. The goal is to create two
10 strong, powerful unions in Chicagoland. A union that
11 will better service the membership, increase
12 political influence, enhance training, police union
13 jurisdiction and create partnership with contractors.

14 I now would like to submit exhibits
15 which I have arranged in an exhibit book. There are
16 copies of those books. If everybody hasn't got them,
17 we can pass those out.

18 HEARING OFFICER BOYCE: We'll just submit this
19 as Representative Cade Exhibit No. 1 through 7, I
20 believe.

21 (Representative Cade Exhibit
22 Nos. 1-7 marked.)

23 MR. CADE: Exhibit No. 1, a copy of the "Go To
24 2040" comprehensive plan for growth and development

1 adopted by the Chicago Metropolitan Agency for
2 Planning covering the counties of Cook, DeKalb,
3 DuPage, Kane, Kendall, Lake, and McHenry Counties in
4 Northeastern Illinois.

5 Exhibit 2, a copy of the documents
6 ordering the consolidation of Locals 319, 57, 514,
7 554, and 612 to become Local 501. This includes a
8 letter from General President Maddoloni dated
9 November 26, 1997 to the affected locals, the
10 proposition adopted by the General Executive Board
11 approving the merger, the Order of Consolidation, the
12 Report and Recommendation of Hearing Officer William
13 Fenton, and the letter from International
14 Representative William P. Hite dated August 27, 1997
15 recommending the merger.

16 Exhibit 3 is a letter dated
17 October 5, 2012 from Local 130 Business Manager James
18 Coyne recommending the merger.

19 Exhibit 4, a letter dated October 3,
20 2012 from Lori Abbott, the President of the Plumbing
21 Contractors Association of Chicago and vicinity
22 recommending that if there is a Schedule A to the
23 National Residential and Light Commercial Agreement
24 to cover Northeastern Illinois that it should apply

1 to Locals 501, 93, and 130.

2 Exhibit 5, a letter dated October 1,
3 2012 from Local 597 Business Manager Jim Buchanan
4 recommending the merger.

5 Exhibit 6, a letter dated October 2,
6 2012 from Steven Lamb, the Executive Vice President
7 of the Mechanical Contract Association of Chicago
8 recommending the merger.

9 Exhibit 7, a list received from the
10 UA General President -- office, excuse me, of the 102
11 counties in the State of Illinois and the UA
12 territorial jurisdiction of each of these counties.

13 This completes my report and
14 recommendation. I strongly recommend this merger
15 because it would serve to increase market share of
16 the UA in Northeastern Illinois. It is in the best
17 interests of the locals in Northeastern Illinois, and
18 more importantly, it will benefit the members --
19 membership. It would also serve the long-term
20 interests of the piping industry and the UA at large.
21 Thank you.

22 HEARING OFFICER BOYCE: Brother Cade, it's my
23 understanding we have contractors to be presenting as
24 well?

1 MR. CADE: Yes, we do.

2 HEARING OFFICER BOYCE: Can we invite them in
3 at this point.

4 Can I get one more copy of your
5 exhibits, please, for the record, one more copy of
6 the book?

7 MR. CADE: Sure. (Indicating.)

8 HEARING OFFICER BOYCE: Thank you, Brother,
9 appreciate it.

10 MR. CADE: We would ask Lori Abbott and
11 S.J. Peters here from the contractors -- or the
12 plumbing council, I think, or Contractors
13 Association, and Lori --

14 MS. ABBOTT: The PCA, Plumbing Contractors
15 Association.

16 MR. CADE: Would you like to come forward?

17 MS. ABBOTT: Certainly. Thank you.

18 HEARING OFFICER BOYCE: Hi, Lori. What are
19 the odds it would be the one contractor from this
20 area I knew.

21 MS. ABBOTT: Well, thank you.

22 HEARING OFFICER BOYCE: Lori, we're making a
23 transcript of the hearing, so for the benefit of our
24 stenographer could you please give and spell your

1 name.

2 MS. ABBOTT: Certainly, Lori, L-O-R-I, Abbott,
3 A-B-B-O-T-T. Thank you very much.

4 I'd like to thank General President
5 Hite for the invitation to be here today. I was glad
6 that I was able to accommodate that request.

7 I would like to read into the record
8 a letter from the Plumbing Contractors Association of
9 Chicago and Cook County, of which I'm the president.
10 We're also representing PAMCANI, which is the
11 Plumbing and Mechanical Contractors Association of
12 Northern Illinois, and I'll be reading a letter on
13 behalf of PAMCANI.

14 The harsh economic times have hit
15 the plumbing industry exceptionally hard. The
16 subsequent slowdowns in the residential and light
17 commercial markets have unfortunately resulted in
18 more UA plumbers being out of work today than had
19 been the case in recent decades, and unless we as an
20 industry make a dramatic change, we can expect more
21 of the same.

22 For that reason, it is our belief
23 that a consolidation of the area UA local unions into
24 a single plumbing local, combined with the

1 elimination of territorial jurisdiction, would
2 provide a groundbreaking opportunity for unionized
3 contractors to more effectively compete against our
4 rivals; the non-union open shop contractors.

5 As an added benefit, removing the
6 jurisdictional walls that have historically
7 restricted contractors, and done little more than
8 cause constant friction between the local unions and
9 the contractors, will allow us to collectively
10 refocus our attention to where it best belongs;
11 market share recovery and potential market expansion.

12 We fully understand and respect the
13 fact that this is solely a union decision. Yet we
14 also admire and support the UA International's bold
15 initiative to address the future by forging ahead
16 with its consolidation plan.

17 We consider the contractors and the
18 Plumbing Contractors Association to be partners with
19 the UA in our union industry and believe clearing
20 away unnecessary territory obstacles and related
21 distractions will lead to greater competitive
22 opportunities for all UA signatory contractors in
23 Northern Illinois. This in turn will set the stage
24 for us to provide increased employment opportunities

1 for your skilled and trained UA members.

2 The proposed consolidation of
3 Plumbers Local 93 and Plumbers and Pipefitters Local
4 501 into Plumbers Local 130 and Pipefitters Local 597
5 is a key step toward a better tomorrow, and we
6 predict that it can bring out the best in our
7 industry to give us the fighting chance that we need
8 now. Respectfully, Plumbing Contractors Association.

9 Thank you very much.

10 HEARING OFFICER BOYCE: Thank you, Lori.

11 Local 93, do you have any questions
12 for Lori on her testimony?

13 MR. KARNER: We do not.

14 HEARING OFFICER BOYCE: Local 130, any
15 questions for Lori and her testimony -- regarding her
16 testimony?

17 MR. COYNE: No, sir.

18 HEARING OFFICER BOYCE: Local 501?

19 MR. ANDREWS: No.

20 HEARING OFFICER BOYCE: Local 597?

21 MR. BUCHANAN: No, sir.

22 HEARING OFFICER BOYCE: Thank you, Lori, for
23 your testimony.

24 MS. ABBOTT: Thank you.

1 MR. PETERS: Good morning. For the record
2 it's S.J. Peters. I'm here on behalf of the Plumbing
3 and Mechanical Contractors Association of Northern
4 Illinois. I also would like to thank President Hite
5 for the invitation. It's my honor to fulfill the
6 request.

7 My letter states as follows: Dear
8 President Hite, it has been less than a month since
9 PAMCANI was made aware of the UA's proposed plan to
10 consolidate Plumbers Local 93 and Plumbers &
11 Pipefitters Local 501 into Plumbers Local 130 and
12 Pipefitters Local 597. However, this development is
13 consistent with what many of our signatory member
14 contractors have been anticipating for quite some
15 time and it is welcome news.

16 The underlying trade associations
17 that comprise PAMCANI have a long history with the UA
18 local unions that consolidated 1998 to form
19 Local 501, so we are aware of how such a change can
20 streamline operations and reduce impediments toward
21 the contractors' ability to perform the work.

22 As we strive today to regain
23 plumbing work in the still struggling economy, the
24 eventual lifting of the geographical boundaries, as a

1 result of creating the two single straight line area
2 locals, will hopefully better equip the contractors
3 to pursue projects that may otherwise go open shop.

4 As an employers' organization
5 comprised exclusively of contractors signatory to
6 Local 93 and Local 501, PAMCANI applauds both the
7 UA's recognition and action to confront the fierce
8 and growing competition that our industry is facing
9 from the non-union sector.

10 Consolidating the locals and
11 establishing these widened jurisdictions in Northern
12 Illinois encompasses exactly the type of solution
13 that is necessary and overdue to regain and preserve
14 market share, particularly on the plumbing side.

15 We not only support the UA's
16 decision, but we also stand ready and willing to
17 assist and collaborate with the international and
18 local unions with the goal of winning, and winning
19 back, the work that your members are best trained and
20 prepared to take on.

21 We ask that you take into
22 consideration PAMCANI's endorsement of the
23 aforementioned consolidation as set forth by the UA
24 in the letter issued by Mr. Curt Cade on October 20,

1 2012.

2 Sincerely, Barry Thomas, President;
3 S.J. Peters, Executive Director.

4 HEARING OFFICER BOYCE: Thank you, Mr. Peters.

5 Local 93, any questions for
6 Mr. Peters?

7 MR. KARNER: No sir.

8 HEARING OFFICER BOYCE: Local 130, any
9 questions?

10 MR. COYNE: No, sir.

11 HEARING OFFICER BOYCE: Local 531, any
12 questions?

13 MR. ANDREWS: No, sir.

14 HEARING OFFICER BOYCE: Local 597, any
15 questions for Mr. Peters?

16 MR. BUCHANAN: No, sir.

17 HEARING OFFICER BOYCE: Mr. Peters, thank you
18 for your time and your testimony this morning.

19 Thank you, Lori. Nice to see you.

20 MS. ABBOTT: Thank you.

21 HEARING OFFICER BOYCE: Okay. Brother Cade,
22 that completes your presentation?

23 MR. CADE: Yes, sir, it does.

24 HEARING OFFICER BOYCE: Local 93, have you any

1 questions for Brother Cade?

2 MR. KARNER: No, sir.

3 HEARING OFFICER BOYCE: Local 130, have you
4 any questions for Brother Cade on his testimony?

5 MR. COYNE: No, sir.

6 HEARING OFFICER BOYCE: Local 501, any
7 questions for Brother Cade on his presentations?

8 MR. ANDREWS: No, sir.

9 HEARING OFFICER BOYCE: Brother Buchanan, any
10 questions from 597?

11 MR. BUCHANAN: No, sir.

12 HEARING OFFICER BOYCE: Okay. Well then, now
13 that Brother Cade has made his presentation, I would
14 call on Brother Rick Terven to speak on behalf of the
15 United Association, as well.

16 MR. TERVEN: Thank you, Brother Boyce.

17 Thank you, Brothers, for being here
18 today under these circumstances, and I would like to
19 commend International Rep Cade for his in-depth
20 analysis of why a consolidation is important.

21 And I would also like to rise in
22 support of the proposed consolidation because I do
23 believe it presents an opportunity to better service
24 the membership, signatory contractors, and the

1 industry in the areas where they are served.

2 As you know, I'm the Executive Vice
3 President for General President Hite, and I have
4 worked extensively over the years with all of you in
5 this room and I'm very familiar with Illinois and the
6 Northeastern section.

7 Signatory contractors have moved
8 freely between each of these locals, and they have
9 used the efficiency of dealing with one straight line
10 local which would be beneficial to them, which is
11 Local 130, and one straight line local for
12 pipefitting, Local 597.

13 The members of these four locals
14 also frequently move across territorial lines. Local
15 597 controls much of the service market in this area
16 as it does for the welders.

17 Local 597 is in a position to police
18 these vital segments of the pipefitting industry, and
19 on the plumbing side of the industry, Local 130 is
20 best situated to police the Northeast area of
21 Illinois and to address new initiatives in the
22 plumbing industry, particularly in residential
23 construction and residential and light commercial
24 plumbing service work.

1 There has been a recent push by the
2 contractors in Local 501 to put in place a
3 residential agreement for plumbing. However, it is
4 clear that this can't just happen within the
5 territory of Local 501.

6 Rather in addressing this there must
7 be a regional approach to a plumbing service
8 agreement that -- there must be a reasonable approach
9 to a plumbing service agreement that encompasses the
10 territories encompassed by Locals 130, 93, and 501.

11 This is a huge market and the
12 challenges and opportunities cannot be addressed by
13 zeroing in on one portion of an area. New
14 initiatives must be approached from a regional
15 perspective as Curtis Cade just said. That is one of
16 the important things that consolidations can achieve.

17 I also want to address, as
18 International Rep Cade said, politics. We recently
19 had a huge victory for the United Association in the
20 reelection of President Obama and were also
21 successful in electing many of our allies in federal
22 and state elections throughout the country. However,
23 political battles never end and no sooner does one
24 campaign end that another begins.

1 This consolidation I believe will
2 permit the United Association to have two stronger,
3 powerful unions in Northeast Illinois. This is
4 important because we have seen states considered
5 strongholds for labor and the UA, like Ohio,
6 Wisconsin, Indiana, and even California have to fight
7 back attempts to cripple labor unions.

8 I know Illinois is strongly
9 pro-union today and I hope it remains that way, but
10 it cannot be predicted if and when our enemies will
11 try to undermine labor even where they are strong.

12 The Midwest is at the epicenter of
13 anti-union initiatives. The UA has to be vigilant to
14 protect its jurisdiction and to beat back attacks on
15 the political front whether they are on the federal
16 level, the state level, or the local level.

17 This consolidation I believe will
18 help assure a very strong and effective voice in
19 politics for plumbers and pipefitters in Northeastern
20 Illinois.

21 I say this not to criticize the jobs
22 done by Local 93 or 501 on politics, but the
23 combination with Local 130 and 597 as contemplated by
24 this consolidation would create an even stronger

1 voice in politics.

2 Consolidations are necessary when
3 locals and their contractors become intertwined and
4 the contractors and members regularly move in and out
5 of several local territories. This proposed
6 consolidation would promote efficiency, and would set
7 in place a framework to increase market share. And
8 consolidation is a step forward that would benefit
9 the entire membership, the contractors and the piping
10 industry in Northeastern Illinois.

11 Thank you, Brothers.

12 HEARING OFFICER BOYCE: Thank you, Brother
13 Terven.

14 Brother Cade, do you have any
15 questions of Brother Terven?

16 MR. CADE: None.

17 HEARING OFFICER BOYCE: Local 93?

18 MR. KARNER: No, sir.

19 HEARING OFFICER BOYCE: Local 130?

20 MR. COYNE: No, sir.

21 HEARING OFFICER BOYCE: Local 501?

22 MR. ANDREWS: No, sir.

23 HEARING OFFICER BOYCE: Local 597?

24 MR. BUCHANAN: No, sir.

1 HEARING OFFICER BOYCE: Thank you, Rick.
2 Appreciate it.

3 MR. TERVEN: Thank you.

4 HEARING OFFICER BOYCE: I now call on UA Local
5 93 to please present its motion.

6 Do you have any exhibits to submit?
7 I saw you have two copies, one for me and one for the
8 official record. And we will list these as UA
9 Local 93, Exhibit 1.

10 (UA Local 93 Exhibit No. 1 marked.)

11 MR. KARNER: I thank General President Hite
12 for giving Plumbers Local 93 the opportunity to
13 present our status and achievements with you.

14 My name is Lynn Karner and I
15 received my first union card from Local 93 at age 16.
16 I have been the Business Manager of Local 93 since
17 2004 and have been a full-time officer for more than
18 21 years.

19 Our local was chartered May 9, 1903
20 and has jurisdiction of Lake and McHenry Counties. A
21 testament to our success in organizing over the years
22 is that our contractors and members perform the
23 majority of the plumbing work in the jurisdiction.

24 Local 93 has always focused on

1 providing the best training in the industry for
2 apprentices, the highest standards of performance by
3 journeymen, and the best care possible for retired
4 members after their years of service. We have always
5 been committed to caring for members who are sick or
6 injured.

7 In addition, our local has fought
8 diligently for the rights of members, through
9 organization and supporting members on the job. We
10 have a union picketing policy which requires every
11 member of Local 93 to participate in job actions on
12 an annual basis. Our union has embraced various
13 project labor agreements, organizing for new members,
14 and implementing and adhering to the United
15 Association's Standard for Excellence.

16 We have spread the influence of our
17 union throughout the community. Local 93's Union
18 Hall in Volo, Illinois is the meeting place for the
19 Lake County Building and Construction Trades Council.
20 I have been a delegate to that body for 20 years and
21 President of the Building and Construction Trades
22 Council for 8 years.

23 I serve on the Executive Board of
24 the Lake County Transportation Alliance and Lake

1 County's Workforce Investment Board. We represent
2 the union as a delegate to Northeastern Illinois
3 Federation of Labor and the Illinois AFL-CIO COPE
4 Committee.

5 As President of the Building Trades
6 Council, I serve on the Legislative Committee of the
7 Construction Industry Service Corporation and on the
8 Labor Management Committee of the Lake County
9 Contractors Association. I have, with the support of
10 our members, always put the interest of the United
11 Association first.

12 Six members of Local 93 will follow
13 and testify about our proud union, plumbers Local 93
14 of the United Association.

15 Thank you.

16 HEARING OFFICER BOYCE: Brother Spangle, do
17 you have a statement you want to make?

18 MR. SPANGLE: Yes, I do. Thank you.

19 I am Scott Spangle. I currently am
20 in my fourth term of President of Plumbers Local 93.
21 I have been a member for 39 years. I was an
22 instructor for 11 years until 2005 when the position
23 of President became a full-time position.

24 I also at this time am the

1 collection coordinator for the funds of Plumbers
2 Local 93. And I would just like to go on record as
3 saying that our local's financial position is strong
4 and healthy.

5 The general fund is self-sufficient
6 for ordinary expenses monthly and we have comfortable
7 reserves to maintain a solid future. In these
8 difficult times our membership on the 1st of this
9 month voted to increase the work assessment to ensure
10 a strong financial outlook into the future.

11 This position is also bolstered by
12 our building which opened in 2004 which is fully paid
13 for. And we also collect rents from the JATC and the
14 fringe benefits office. As a result of maintaining
15 our strong financial position we ensure that we pay
16 that UA per capita the beginning of every month.

17 On the fringe benefit side,
18 contractor contribution delinquencies are at a
19 minimum and are fully protected by contractor bonding
20 requirements that were recently increased with the
21 new contract.

22 The Health and Welfare Fund has over
23 26 months in reserves. The pension fund has always
24 been in the green zone and is currently over 100

1 percent funded. The bottom line, both our current
2 and financial -- future financial positions are
3 solid.

4 Thanks, Brothers.

5 HEARING OFFICER BOYCE: Brother Cade, do you
6 have any questions of Brother Karner or Brother
7 Spangle?

8 MR. CADE: No questions.

9 HEARING OFFICER BOYCE: Brother Coyne?

10 MR. COYNE: No, sir.

11 HEARING OFFICER BOYCE: Tom, do you have any
12 questions?

13 MR. ANDREWS: No, sir.

14 HEARING OFFICER BOYCE: Jimmy, any questions?

15 MR. BUCHANAN: No, sir.

16 HEARING OFFICER BOYCE: Okay. Brother Karner,
17 you have some witnesses you would like to call now;
18 is that correct?

19 MR. KARNER: We do. Gary Glander.

20 HEARING OFFICER BOYCE: And Brother, just do
21 me a favor and state your name, please, for the
22 record at the beginning of your testimony.

23 MR. GLANDER: My name is Gary Glander. Good
24 morning, Brothers.

1 HEARING OFFICER BOYCE: Good morning.

2 MR. GLANDER: As I said, my name is Gary
3 Glander and I have been a member of Local 93 since
4 November 2, 1973. I joined the union and entered the
5 apprenticeship program after serving my country in
6 the United States Army. I'm a second generation
7 plumber with my father retiring in the early '90s as
8 a 40-year member of Local 93. He told me it would be
9 a great career and it has been. Growing up I enjoyed
10 the benefits that Local 93 provided for me and my
11 family.

12 During my years with Local 93 I
13 served as a trustee on the pension plan, on the
14 executive board as vice president, and on the
15 financial board, with the last eight years of my
16 career as a business representative. My job as a
17 business rep included policing the jurisdiction of
18 Lake and McHenry Counties. I am proud to say that
19 Local 93's dedicated and hard-working members have
20 had a long history of successfully procuring the vast
21 majority of plumbing work in this jurisdiction.

22 It is the close monitoring of the
23 jobs and the construction industry that has given our
24 members so many opportunities to work in Lake and

1 McHenry Counties. I believe that it is vital in
2 structuring a consolidation so that the dedicating
3 policing of United Association work can continue in
4 Lake and McHenry Counties.

5 Thank you, Brothers.

6 HEARING OFFICER BOYCE: Thank you.

7 MR. KARNER: Tom Jennrich.

8 MR. JENNRICH: Good morning, Brothers. Tom
9 Jennrich. My name is Tom Jennrich. I'm the training
10 coordinator for Plumbers Local 93. I have been a
11 member since 1987. Graduated from the United
12 Associations Instructor Training Program in 2005,
13 graduated from the United Associations Coordinator
14 program in 2010.

15 I'm pleased to say that our
16 education and training fund is healthy to the point
17 that we are able to offer successful training
18 programs to both our apprentices and journeyman
19 members. In addition, we are able to ensure that our
20 contribution to the International Training Fund is
21 always paid monthly and on time.

22 We have a continuing education
23 program for license renewals for the State of
24 Illinois and we use it as a powerful organizing tool

1 because we allow any plumber in the state to attend.
2 In addition to our apprenticeship training, we offer
3 journeyman training classes for not just Illinois but
4 Wisconsin licensed plumbers. Our continuing ed
5 classes are sponsored in Wisconsin. Local 93 is a
6 partner with 597 in training our members, as well as
7 their members, in the craft of welding at the Volo
8 Center.

9 Local 93 works with the College of
10 Lake County to award college credits to our
11 apprentices in our program. Our apprentice program
12 is training and placing with employers graduates of
13 the United Associations Veterans in Piping Program
14 from the states of Wisconsin and Washington.

15 Our local is actively involved in
16 community outreach, hosting the Plumbing Merit Badge
17 Workshop for the Boy Scouts of America for the entire
18 northern portion of Illinois. We make the facility
19 available for annual tours, local community groups,
20 high schools. We host an annual Christmas open house
21 open to the public and elected officials. At
22 Local 93 the level of training and community outreach
23 has reached such a high level involving so many
24 people we feel that it should definitely continue.

1 Thank you, Brothers.

2 HEARING OFFICER BOYCE: Thank you, Brother.

3 Brother Coyne, do you have
4 additional witnesses?

5 MR. KARNER: We have more, actually.

6 HEARING OFFICER BOYCE: We're here to listen
7 to -- who's ever here to be heard, we're here to
8 listen to, Brother.

9 MR. KARNER: Thank you. David Hankins.

10 MR. HANKINS: My name is David Hankins and I'm
11 on the executive board for Local 93. I have been a
12 member of Local 93 for 34 years and was an instructor
13 of Journeymen and apprentices for 16 years.

14 Unfortunately, I'm currently
15 unemployed. At 56 years old I will be using our
16 local's early retirement provision, which includes
17 prescription and medical coverage, because neither my
18 wife or I would have insurance otherwise. I could
19 not afford to retire without it.

20 My father was also a member of
21 Local 93 and a member of its executive board until
22 his death at age 59. With prescription and medical
23 insurance provided by Local 93's Health and Welfare
24 Funds, my mother continues to be able to afford to

1 remain in their home. The extension of those
2 benefits for retirees is important for her continued
3 financial security.

4 The Local 93 membership has always
5 supported allocations to support these benefits. I
6 trust the consolidating parties will do the same
7 because our retirees and current members depend on
8 and deserve it.

9 HEARING OFFICER BOYCE: Thank you, Brother.

10 MR. KARNER: Ray Westphal.

11 MR. WESTPHAL: Good morning, Brothers, Ray
12 Westphal.

13 My name is Ray Westphal and I am a
14 member of Local 93. I was actively organized as an
15 apprentice from an open shop in 1993. After Local 93
16 trained me, I worked for the same company for 18
17 years, 15 of which I was a foreman.

18 Through the Local's continued
19 training programs, I obtained certifications in
20 OSHA 30, Qualified Crane Signal Person, and Green
21 Awareness, which should make me more attractive as an
22 employee. All of the continuing education hours
23 required to renew my state's plumbing license have
24 come through Local 93 classes.

1 Becoming organized by Local 93 has
2 improved my quality of life, not just for myself but
3 for my entire family. For example, by not having to
4 work forced overtime, I could be part of my kids
5 lives as they were growing up. I was able to
6 volunteer for Boy Scouts, orchestra activities, and
7 sporting events that I wouldn't have been able to
8 otherwise.

9 Local 93's wage and benefits
10 agreements also freed me of some of the financial
11 issues created by open shops and allowed me to
12 contribute financially to my church, schools, and
13 community. I believe we should continue the benefits
14 that have allowed Local 93 members to be important
15 contributors to their communities.

16 Thank you.

17 HEARING OFFICER BOYCE: Thank you, Brother.

18 MR. KARNER: Matt Rioch.

19 MR. RIOCH: Good morning, everybody.

20 HEARING OFFICER BOYCE: Good morning.

21 MR. RIOCH: I prepared a little something
22 here, but I'd like to say thank you for listening to
23 me, and I'm very honored that Local 93 has allowed me
24 to be a part of this even as just a witness.

1 My name is Matt Rioch. I have been
2 a proud member of the Local 93 UA since 2006. I had
3 years of encouragement from a trusted member of
4 Local 93, and I decided it was time for a career
5 change. At the time of my decision to change career
6 paths, I was working for my family's business. The
7 aspects of the business I enjoyed and excelled at the
8 most were not enough to provide the support and
9 benefits I needed for my growing family. Plumbing
10 was a very natural fit from where I was coming from
11 and Local 93's health and benefits were outstanding.
12 With help from a member and the business manager I
13 was granted the opportunity to enter Local 93's
14 apprenticeship program.

15 Local 93's apprenticeship training
16 program allowed any involved to thrive and learn. I
17 entered the program in the first year of their day
18 school, a progressive approach to training of our new
19 union plumbers. Our instructor Mike Graves
20 introduced himself as one of us, a member. He was
21 there to share his experience and help us learn how
22 to perform this trade with pride. At our graduation
23 ceremony I was awarded the Apprentice of the Year. I
24 credit the open, honest approach of Local 93 with my

1 success as both an apprentice and a journeyman
2 plumber.

3 As a member of this union I have
4 accessibility to the instructors, the management, and
5 officers for guidance, education, community, and
6 union involvement. Accessibility and training are
7 vital aspects of a successful local union. We need
8 to make sure that young people have the same
9 opportunities that I did to start a good career.

10 Trained union plumbers are second to
11 none in their preparation and knowledge. We have to
12 continue to produce the best quality tradesmen in
13 order to demonstrate why hiring union is the best
14 idea for making our economy stronger.

15 My aspirations are to start my own
16 plumbing business. I hope this consolidation will
17 preserve Local 93's participation agreement so that I
18 can be a hands-on plumber while getting my business
19 off the ground.

20 I trust that the UA will make the
21 best choice for all its members and the industry. A
22 strong union will not only help me create a great
23 company, but allow me to inspire future generations
24 of union plumbers to do the same.

1 I thank you for your time.

2 HEARING OFFICER BOYCE: Thank you, Brother,
3 for your testimony.

4 MR. RIOCH: Thank you.

5 HEARING OFFICER BOYCE: Brother Cade, do you
6 have any questions of the any of the witnesses?

7 MR. CADE: No questions.

8 HEARING OFFICER BOYCE: Local 130, any
9 questions of the witnesses?

10 MR. COYNE: No, sir.

11 HEARING OFFICER BOYCE: Local 501, any
12 questions for any of the witnesses?

13 MR. ANDREWS: No, sir.

14 HEARING OFFICER BOYCE: Local 597?

15 MR. BUCHANAN: No, sir.

16 HEARING OFFICER BOYCE: Brother Karner, does
17 that conclude your presentation on behalf of
18 Local 93?

19 MR. KARNER: Yes, sir, it does.

20 HEARING OFFICER BOYCE: Okay. Brother Coyne,
21 please present Local 130s position.

22 MR. COYNE: Thank you, Brother Boyce. Good
23 morning, Brothers.

24 My name is Jim Coyne. I am the

1 business manager of Local 130 in Chicago. Local 130
2 is a straight line plumbing local representing 5,600
3 members, including retirees, and more than 350
4 contractors.

5 Our current territorial jurisdiction
6 includes Cook County, and the counties of Will,
7 Grundy, Kankakee, Iroquois, LaSalle, Bureau County,
8 Putnam, Marshall, Livingston, and Woodford.

9 Consolidation is the economic model
10 for organized labor in the 21st Century, and
11 particularly in restructuring of the building trades.
12 There are several factors with make the proposed
13 consolidation of plumbers in Local 93 and 501 into
14 Local 130 desirable.

15 First and foremost, we operate in a
16 regional economy commonly referred to as Chicagoland
17 that includes Cook County and the surrounding
18 counties of DeKalb, DuPage, Kane, Kendall, Lake, and
19 McHenry. Our contractors travel outside of Cook
20 County to pursue work opportunities in an integrated
21 economy, just as contractors in Local 501 and 93 bid
22 work in Local 130's jurisdiction.

23 This is inefficient and cost
24 prohibitive in this economy for a plumbing contractor

1 to deal with several locals in a single market. Our
2 non-union competition does not encounter any
3 difficulty in securing work within the entire
4 Chicagoland economy.

5 Our signatory union contractors
6 should be placed in the same level playing field.
7 Plumbing contractors right now must be aware of three
8 different contracts and multiple trust funds when
9 working in the Northeast Illinois corridor. It hurts
10 the competitive standing of our contractors to deal
11 with multiple locals in the same market. This
12 proposed consolidation will result in uniformity in
13 wages and working conditions throughout the region.

14 Secondly, we cannot represent our
15 members effectively without the support of
16 labor-friendly politicians, our state license law,
17 plumbing codes, and project labor agreements.

18 We all do a great job of
19 coordinating our political efforts at our home locals
20 and through various pipe trades. This consolidation
21 would allow union plumbers to speak with a single
22 powerful voice in Northeast Illinois. We are
23 stronger with one voice for the unionized plumbing
24 industry in Chicagoland, as history has proven there

1 is strength in numbers.

2 My third point is about the
3 possibility of up to 2,000 new members and the
4 freedom of movement that will give our members the
5 ability to seek and keep employment. With Local
6 130's potential geographical jurisdiction covering 17
7 counties in Northeast Illinois, our UA brothers and
8 sisters will have many more opportunities for steady
9 employment. This is a win-win situation for both
10 other members and contractors.

11 The fourth point I'd like to make
12 this morning is that the plumbing industry is beset
13 with problems along with great opportunities. To
14 some degree this reflects the growing strength of the
15 non-union which competes ruthlessly in all phases of
16 our industry.

17 This is compounded by technological
18 and material changes which threatens our hard worn
19 labor standards. The best way for the UA to respond
20 to these challenges is to create a larger and
21 stronger local with more resources operating in a
22 single market.

23 My fifth point is that there are
24 tremendous opportunities in the plumbing sector. The

1 residential market has been flat for the last four
2 years, but is cyclic and showing signs of life. A
3 stronger local will be able to take advantage of the
4 revival of residential construction. In addition,
5 contractors are pressing for sweeping concessions in
6 the residential market and an expanded definition of
7 what is residential.

8 A larger and stronger local will be
9 able to resist unreasonable employer demands and
10 combat the non-union contractors. Likewise, plumbing
11 service particularly in the residential and light
12 commercial field is a market that has a great upside
13 for growth. A larger local will be able to address
14 these opportunities.

15 And finally, I want to emphasize
16 training. This is what separates the union plumber
17 from its competition. I know that Locals 93 and 501
18 have excellent training programs, but it stands to
19 reason that a local with greater resources could
20 offer many more classes and that, in turn, would make
21 each member who took advantage of that opportunity
22 much more valuable to the signatory contractors.

23 At Local 130 we would have a very
24 successful working relationship with James Buchanan,

1 Lynn Karner, and Tom Andrews, the business managers
2 of 597, 93, and 501 respectively. I am confident
3 that this consolidation will benefit all involved.

4 One final point is that there was a
5 recent merger of the plumbers in the Joliet area into
6 Local 130. That merger has been a great benefit for
7 the members and the contractors of both locals. This
8 consolidation is good for all of our members, the
9 employers, the benefit funds, their participants, and
10 good for the United Association. Local 130 will give
11 a strong voice for all plumbers in Northeastern
12 Illinois.

13 Thank you.

14 HEARING OFFICER BOYCE: Thank you, Brother
15 Coyne. Do you have an exhibit to be submitted for
16 the record?

17 MR. COYNE: I gave the young lady one.

18 HEARING OFFICER BOYCE: We will mark that
19 Exhibit Local 130 Exhibit 1, please.

20 (Local 130 Exhibit No. 1 marked.)

21 HEARING OFFICER BOYCE: Brother Cade, do you
22 have any questions?

23 MR. CADE: No, sir, no questions.

24 HEARING OFFICER BOYCE: Local 93, any

1 questions for Local 130?

2 MR. KARNER: No, sir.

3 HEARING OFFICER BOYCE: Local 501, any
4 questions?

5 MR. ANDREWS: No, sir.

6 HEARING OFFICER BOYCE: Local 597, any
7 questions?

8 MR. BUCHANAN: No, sir.

9 HEARING OFFICER BOYCE: Then we will move on
10 to Local 501's presentation.

11 MR. ANDREWS: This is an original letter.
12 (Indicating.)

13 HEARING OFFICER BOYCE: Okay. So this will be
14 Local 501 Exhibit 1 and Exhibit 2.

15 (Local 501 Exhibit No. 1 marked.)

16 (Local 501 Exhibit No. 2 marked.)

17 MR. ANDREWS: Thank you.

18 I submitted my comments, as well as
19 letters from my members, and the Mayor from Aurora,
20 for the record.

21 Let me start by saying change comes
22 hard to many of us because change brings the unknown.
23 And my members in Local 501 are no different than
24 yours.

1 In preparation to represent my local
2 here today for the proposed consolidation, I can only
3 hope that I've considered all the variables that have
4 the possibility to be affected by this consolidation
5 of the four locals.

6 It would be easy for me to formulate
7 an opinion and engulf my remarks with my personal
8 concerns, but I have been elected by -- as an officer
9 to represent the opinions and concerns of my members
10 and how a proposed consolidation will affect our
11 local and our industry as a whole.

12 As all of you here, I have a
13 personal stake in our future. I have a retired
14 father who is a 63-year life member, a son and three
15 other family members, who are all UA Local 501
16 members dependent on the future of this industry and
17 what we do going forward here today. So I set out to
18 have an educated and informed opinion, not just an
19 opinion consumed with a personal agenda for selfish
20 reasons.

21 I started by asking my members for
22 their opinions. I asked them to write me of their
23 opinions and concerns that they may have. 13 members
24 responded, 13 members out of over 1,900 members of

1 501. Eight wrote only with concerns of their benefit
2 funds. One wrote worried about how her assets would
3 be divided. Two wrote with opposition of the merger
4 as a whole. And one wrote to support the leadership
5 and wisdom that we decide here today. I submit their
6 letters, as well, for the record.

7 Only 13 members. Is it complacency
8 or a lack of concern? Either is dangerous to the
9 survival of our industry.

10 Next I talked to my officers, my
11 members, and what they had to say. I listened to all
12 of their personal concerns, concerns such as how will
13 this affect me as an officer; how will this affect me
14 as a combination plumber and pipefitter; how will
15 this affect our benefit funds; how will this affect
16 my chances to go to work; how will this affect my
17 spot on the out-of-work list; how will this affect
18 our staff, our retirees, our apprentices, and the
19 questions went on.

20 I soon found that my officers, my
21 members, and I all had one thing in common; we
22 consumed our questions with our personal concerns.

23 Next, I received a call from Tom
24 Weisner, Mayor of Aurora, and then from State

1 Representative Chapa-La Via and State Senator Linda
2 Holmes, all with concerns of how important Plumbers
3 and Pipefitters Local 501 is to the community.

4 I then talked to a couple of our
5 younger members and some of our unemployed members
6 and it was then that I got back to the task at hand.
7 When I realized I was focusing on where we were at
8 and what we had achieved rather than where we were
9 going and what our future would be, because the
10 future is everything. It supports what we have
11 achieved and our future is dependent on moving
12 forward.

13 Our concerns need to get back to our
14 true purpose, controlling the work and putting our
15 members to work, because everything we have achieved
16 will go by the wayside if our industry doesn't. If
17 the consolidation does that, it will secure the
18 future of our industry.

19 15 years ago, Brother Cade indicated
20 next month, December 1, Local 501 was formed. It was
21 founded by the consolidation of five locals in the
22 Chicagoland area. The consolidation was recommended
23 by then International Representative for our area
24 William P. Hite to address the ongoing concerns,

1 issues confronting our industry at that time.

2 Today we are confronted with many of
3 the same issues; attacks from non-union, unfriendly
4 owners and builders, attacks from our contractors,
5 unfavorable public opinions, attacks from other
6 building trades and the list goes on. Again, much
7 like 15 years ago, we find ourselves at the same
8 crossroads.

9 The consolidation that formed Local
10 501 was a good thing and with that made our industry
11 stronger. It also made Local 501 stronger and our
12 members have enjoyed the benefits of that
13 consolidation.

14 But today, 15 years and going
15 through one of the biggest booms our industry ever
16 seen, this downturn in the economy has taken a toll
17 on our local, our benefit funds, and our industry.
18 As in many locals, Local 501 members have suffered
19 losses and taken cutbacks in many cases just to
20 survive. Though Local 501 and our benefits are
21 financially sound, both have taken drastic cuts to
22 survive, as well. Our education program has become
23 stagnant and we have come to the realization that we
24 are retraining current members rather than training

1 apprentices for the future of the industry.

2 Before closing, let me refer back
3 just a couple of years ago to the merger of Local
4 422, 130, and 597. Our sister Local 422 of Joliet
5 merged with Local 130 and 597. Local 422 was a
6 combination local much like 501. Though theirs was a
7 merger and ours is a consolidation, the issues and
8 concerns were the same. Through the leadership of
9 those three locations, they were able to put together
10 a merger that addressed all of the concerns and
11 issues that confronted them, the same as Local 501
12 leadership did and was able to do 15 years ago.

13 If the UA determines that it is in
14 the best interest of the UA and in our industry to
15 consolidate the four locals at this time in our
16 history to make an industry stronger in the
17 Chicagoland area, then I am confident that through
18 the experience and leadership of the business
19 managers of the four locals, all the same questions
20 and concerns will be addressed and the plumbing and
21 pipefitting industry will be better for it.

22 I close with this. In the recent
23 presidential election, President Obama's campaign
24 slogan was "Forward." We must keep moving "forward."

1 We must do more than just survive. At this
2 crossroads in our history, we must move forward for
3 our members, our community, and our industry.

4 At this time I'd ask 501 President
5 and Organizer Tim Vasquez, before he makes his
6 comments, to read for the record the letter submitted
7 by Mayor Tom Weisner. I feel it's important that the
8 UA understands how important each and every one of us
9 are to our own communities and the strides that we
10 have made. Thank you.

11 HEARING OFFICER BOYCE: Thank you, Brother.

12 Brother Vasquez?

13 MR. VASQUEZ: Good morning, Brothers.

14 HEARING OFFICER BOYCE: Good morning.

15 MR. VASQUEZ: My name is Tim Vasquez,
16 Local 501, President, Organizer. I'm going to read a
17 letter from the City of Aurora Mayor of his concerns.
18 We've always been rather proactive throughout the
19 community and throughout our jurisdiction.

20 This is addressed to Mr. Eric Boyce,
21 the UA-Appointed Hearing Office and Mr. William P.
22 Hite, General President, United Association.

23 Dear Sirs, this letter will address
24 my concerns regarding the possible, if not probable,

1 consolidation of Aurora-based Local 501 with existing
2 Chicago Locals 597 and 130. As a Mayor, I am very
3 much aware that difficult economic times can force
4 difficult decisions, so I am not secondhand guessing
5 your possible actions in this situation.

6 Nonetheless, I feel it is very
7 important that you understand, both before and after
8 you make a decision, just how mutually beneficial the
9 close working relationship between Local 501 and our
10 community has been.

11 The City of Aurora is a proud union
12 city, but it didn't become so or remain so simply
13 because it was the right thing to do. The local
14 Plumbers and Pipefitters Union has been a major force
15 for over 100 years of establishing critical
16 relationships, of building good will in our community
17 and of convincing all of us of the real value of
18 union workmanship.

19 The Plumbers and Pipefitters have
20 exhibited a strong leadership role on several fronts.
21 They have fought the union cause effectively in the
22 four county area of Kane, Kendall, DuPage, and DeKalb
23 Counties, the first of three which fall partially
24 within Aurora's boundaries. I should mention here

1 that with a population of 200,000, Aurora stands as
2 Illinois' second largest city, and combined with its
3 neighbor Naperville represents nearly 350,000 people.

4 With Assistant Business Manager
5 Scott Roscoe heading the Fox Valley Building Trades
6 organization, the Plumbers and Pipefitters have
7 enjoyed huge influence. For the City of Aurora, they
8 are the "go to" guys when we need guidance in dealing
9 with local developers or solutions to specific
10 problems. In short, the local Plumbers and
11 Pipefitters have been instrumental in maintaining a
12 smooth working relationship between local governments
13 and the trades, in general.

14 The Plumbers and Pipefitters have
15 also been a major pro-union political force in Aurora
16 and the surrounding area, effectively supporting
17 progressive candidates for elected office at all
18 levels of government; federal, state, and local.
19 Unlike Chicago, there are influential anti-union
20 forces in the collar counties who favor non-union
21 politicians and developers. The local Plumbers and
22 Pipefitters, through their strong relationships, good
23 will and hard work in the political trenches help to
24 check these negative forces.

1 Another way in which the Plumbers
2 and Pipefitters play a major role in our community is
3 through their banquet facility, "Pipers." Their
4 functional meeting hall for local members cleverly
5 doubles as a cash-generating banquet facility, the
6 finest and most popular in Aurora.

7 Most of our not-for-profits, our
8 Chamber of Commerce, and many politicians are very
9 dependent on this union-owned banquet facility to
10 hold meetings, fundraisers. And I've attached some
11 of the events held there. Its size and caliber of
12 service are unique to our city and we've been proud
13 to call it our own. If it were to close down, many
14 Aurora agencies would be forced to look out of town
15 for adequate facilities, not an option that would be
16 conducive to community pride, and which would be
17 harmful to the good will our community has
18 traditionally held towards the Plumbers and
19 Pipefitters.

20 Plumbers and Pipefitters Local 501
21 is an important, interwoven part of the fabric of the
22 Aurora community. Whatever the decision in this
23 matter, it is important that you sustain your
24 presence here in your partnerships with the people of

1 Aurora. To do less would not be in the interests of
2 Aurora or your well-loved organization.

3 As Mayor of Aurora, I have been one
4 of the local Plumber's and Pipefitters' closest
5 partners and greatest admirers. I wish the Plumbers
6 and Pipefitters the best as you consider the future,
7 and whatever your decision, I am hopeful that your
8 union will commit to a strong presence in the greater
9 Aurora community.

10 Sincerely, Tom Weisner, Mayor.

11 As you can see on the attachment,
12 there are so many of the local businesses,
13 not-for-profits, political -- whether they're local,
14 federal, state, they all depend heavily on our
15 support, so hopefully we can continue that.

16 I have been a union member for 40
17 years, 15 years with Local 501. Since we were
18 released by the UA, I've served as president. 15
19 years ago we consolidated five small areas, and
20 similarly, like today, we're confronted by many of
21 the same issues. And for many of our members change
22 was difficult. Through it all Local 501 members came
23 forth in a better position for all and hopefully
24 going forward our industry will remain strong.

1 All of us are here because we
2 believe we can make a difference, and the best and
3 only way is to do it for the members, not based on
4 our own personal concerns.

5 I, too, have spent significant time
6 considering the options, but we are all part of one
7 organization with one goal, and we have to live and
8 work together if the goal is to be achieved. If this
9 proposed consolidation of the four locals is in the
10 best interests of the UA and our industry, I'm sure
11 all here will put forth their best effort to address
12 the questions and concerns and put our members and
13 the UA in a better position for the future.

14 I would just like to end by saying
15 brotherhood is not defined by the blood that runs in
16 our veins but the events and experiences that united
17 us.

18 Thank you.

19 HEARING OFFICER BOYCE: Thank you, Brother
20 Vasquez.

21 Local 501, does that conclude your
22 presentation?

23 MR. ANDREWS: Yes, it does.

24 HEARING OFFICER BOYCE: Okay. Representative

1 Cade, do you have any questions for Local 501?

2 MR. CADE: No, sir.

3 HEARING OFFICER BOYCE: Local 93?

4 MR. KARNER: No, sir.

5 HEARING OFFICER BOYCE: Local 130, any
6 questions?

7 MR. COYNE: No, sir.

8 HEARING OFFICER BOYCE: Local 597, any
9 questions?

10 MR. BUCHANAN: No, sir.

11 HEARING OFFICER BOYCE: Okay. With that we
12 will ask Local 597 to please present its position on
13 this consolidation.

14 MR. BUCHANAN: Good morning. My name is Jim
15 Buchanan, Business Manager of Pipefitters Local 597,
16 Chicago, Illinois.

17 I have the dubious honor in this
18 room to be the oldest card number. That makes me an
19 old man, I guess.

20 HEARING OFFICER BOYCE: Experienced.

21 MR. BUCHANAN: I, too, have 42 years and in
22 this business started out as an apprentice. I walked
23 into my local with my hat in my hand. I had no
24 uncle, no brother, no father, nobody in this local.

1 Through the good graces of 597 I got called to the
2 apprenticeship program. And in 1991 I was put on the
3 Federation of Labor Board. I languished there for
4 seven years until I was put on as an agent in 1998,
5 and assumed the role as the fourth business manager
6 in Pipefitters Local 597 in 2001. So in 1886 in our
7 incorporation until 2012 there have been four
8 managers, and sooner or later there will be a fifth
9 one. So I've got a little history of where we're at
10 today.

11 Again, I am in support of this
12 consolidation between Locals 597, 130, 93, and 501.
13 And I also just want to take time to thank Lynn
14 Karner and his associates over here for letting us
15 rent and use their facility to train our welders in
16 the Northwest suburbs and Northeast suburbs, Lake and
17 McHenry County. Also, the agreement was that I would
18 help their people who have really jumped on board and
19 learned some skills needed and are working every day.

20 I also want to make mention of the
21 year that we're having. Right now we've had at least
22 4,000 travelers come through our local the first 10
23 months of this year. We have reciprocated back to
24 locals in the UA \$73 million the first nine months of

1 this year. We've put a lot of people to work. We're
2 glad to do it. We have sprinkler fitters, we have
3 plumbers, we have UA people on UA jobs.

4 So, again, we start back, and I have
5 a little list over here I'm just going to go through.
6 I haven't got anything prepared like everybody else
7 did.

8 But, again, 1999 Local 81, again,
9 had issues out there. We thought it would be better
10 to consolidate Local 81 and we assumed the pipeline
11 jurisdiction as well as the jurisdiction in that
12 southern community over there. When we got there,
13 their members were averaging a little less than 1,200
14 hours per year, okay. We took them into our local.
15 We worked them every day. Today they're averaging
16 1,950 hours every year. 2000- -- I believe it was '8
17 or '9, Local 422, Gary Blankenship said to me,
18 "Jimmy, I think it's time." Struggling for the
19 contracts, struggling with pension, struggling with
20 health insurance, and everybody out of work.
21 200-plus apprentices out of work. Sat back, got
22 everything working, took the men in.

23 Today Local 81 and Local 422 hands
24 are doing about 2,000 man-hours every year. All of

1 their apprentices are working. And, again, we're
2 very proud of that.

3 We have been very, very fair. Up to
4 today I probably have in excess of maybe 200-plus,
5 maybe 300-plus of 501's pipefitters somewhere
6 someplace working in our jurisdiction. And, again, I
7 think that's a good thing. They've provided great
8 service. They're trained, have OSHA, their safety.
9 They've made the trip to BP in Whiting, Indiana.
10 Those guys that are working over there are making a
11 living for their family, are reciprocating all of
12 their benefits back, they're going back over there.

13 So we have done as best as we
14 possibly can for the surrounding locals, but everyone
15 that we took over, 81, 422, and maybe this
16 consolidation with 501 today, one thing I will say
17 and I'll keep saying it -- and I've said it to Tom
18 Andrews, Lynn Karner, Jim Coyne -- I get paid by the
19 pipefitters. I don't get paid by the plumbers, and
20 that could be Mr. Cade over there.

21 But, again, I have been a man of my
22 word. Everything that we had 81, 422 issues, we've
23 always sat back and said if we're going to error,
24 we're going to error in favor of the working man, our

1 UA Brothers.

2 So, again, we sit back and we take a
3 look today. Training, work we have next year, we
4 probably have probably as close to what we had this
5 year. This year we're going to do probably 15
6 million man-hours for our industry over here this
7 year.

8 Next year we'll probably be very,
9 very close to 13, 14 million man-hours. BP will end
10 sometime some day. They got to run out of money or
11 whatever they're going to do, raise their gas to 10
12 bucks a gallon. I don't know what they're going to
13 do, but that job should end October of next year. We
14 have a 10-year shutdown at Exxon Mobil. Probably put
15 out about 4,500 construction workers for a 10-week
16 turnaround over there.

17 So, again, we are doing well in our
18 community of pipefitting. And, again, when we sit
19 back and we try and negotiate contracts, we try and
20 stay solvent, we try and stay politically strong, we
21 have sat back over here and we've done very, very
22 well.

23 81 has done very well. We haven't
24 forgot them. 422 has done very well. We have not

1 forgot them. I always sit back -- my school, my
2 training facility is 11 miles east, I believe, of
3 Jimmy's out there in Joliet over there. That was a
4 bone of contention for me and my counterpart at the
5 time, Mr. Sullivan. We made the arrangement over
6 there, and I think that school will facilitate 130's
7 Journeymen Plumbers and Apprenticeship Program
8 tremendously.

9 We sit back there. I don't know
10 what's going to happen with the properties and the
11 buildings. We haven't talked that much. I do know
12 there's an interest in 93, you know, from Mr. Coyne.
13 I'm interested in 93's building. I'm interested in
14 501's building. You know, we're going to take a
15 long, hard look at that.

16 But, again, portability is the
17 number one issue in 597. 70 or 80 percent of 501
18 pipefitters work for the same contractors that we
19 have. It's been a hard transition in my dozen years
20 recognizing 501 has jurisdiction, right.

21 And when they say get out of my
22 territory, it's been a real hardship, right. And
23 then we turn around, downtown Chicago, here is 501
24 pipefitters working for a contractor that we catch.

1 So this consolidation has been looked at for a long,
2 long time on the pipefitting end.

3 And, again, I think today when we
4 sit back, HVAC -- we have a dedicated HVAC program.
5 We have residential rates now for HVAC. Not that the
6 contractors demanded it. I gave it to them.

7 If we don't change -- if labor does
8 not change today, we won't be an entity 20 years from
9 now. We're down to 12 percent market share in the
10 United States of America, 12 percent for union
11 brothers and sisters. When are we going to wake up?

12 I told Mr. Andrews and I told
13 Mr. Karner, getting these contracts, you're going to
14 get picked off. These people, whether it is PAMCANI,
15 whether it's anybody else, they're going to force
16 shit down our throats that I, for one, am not going
17 to let happen. Organized labor has always lead the
18 way. We're going to continue to lead the way.

19 So I look at this consolidation, 700
20 pipefitters, retirees, we made arrangements for 422
21 retirees and we kept our word. Cost us a lot of
22 money. That multiplier that 422 has -- and I'll be
23 honest with you, 501 has -- will bankrupt you. It
24 already has, but we're going to honor the pensions of

1 501s' pipefitters. I only speak for the pipefitters.

2 And I sit back over there -- and,
3 again, as we go forward, those 700 pipefitters I
4 believe that's a total in 501, will bring my total to
5 about 11,100 members. And, again, they'll have the
6 facilities of a tremendous training facility that
7 will be expanded, all right.

8 We are fortunate. We've had
9 man-hours. We have money in our training fund, and
10 we're going to make sure that we're going to keep
11 training as a high priority.

12 Think of the HVAC in 501. Think of
13 the welders that we can produce out of 501 in the
14 future. Again, we want to keep our market share
15 intact and we want to grow this organization.

16 So I sit back over here and I take a
17 look at this challenge. I believe this is the best
18 one out of the three that I personally have been
19 involved with. And, again, you can ask Tom Gross,
20 you can ask Gary Blankenship, Mr. Nixon, I'm a man of
21 my word.

22 And, again, I sit back over here.
23 I've had all of these questions about pensions,
24 health insurance for retirees, what have you. All

1 I'm going to say is that I hire the best
2 professionals that money can buy. And, again, I'm
3 expecting them to come up with the formulas that make
4 it right for the pipefitters that are coming into 597
5 and the retirees.

6 I have a litany of talking points,
7 and I'm not so sure this is the arena to do this in,
8 but, again, I'll start it off -- and, again, this is
9 just for general purposes here today. I think that's
10 maybe the best way to look at it.

11 501's jurisdiction for pipefitting
12 and service work should go to Local 597. Plumbing
13 jurisdiction should go to 130. All current building
14 trade pipefitters should be transferred to Local 597,
15 and all building trade plumbers should be transferred
16 to Local 130 as per their UA designation, subject to
17 an exception procedure.

18 The exception procedure should be
19 allowed building trades journeypersons who have
20 skills as both a building trades plumber and building
21 trades pipefitters the opportunity to request a
22 different assignment to the applicable business
23 manager by a date certain. The business manager
24 receiving their request should have the discretion to

1 either grant or deny the request.

2 We had this issue in 422, and we sat
3 back over there and we said figure it out. Tom
4 Nixon, Gary Blankenship, my training coordinator, my
5 agent, sat down and they said, you know what, you
6 worked as a pipefitter the last five years, your card
7 says plumbers, you're a fitter. You designate where
8 you want to go. If you have the skills to be a
9 pipefitter, right, we'll take an exception.

10 The majority of the people in 422
11 stayed with the plumbers. And then there was the
12 hands that were out of town at the time that four
13 years later, three years later said, hey, I was out
14 of town when that happened, I want to be a fitter.

15 Let's take a look at this. We have
16 to make sure the apprenticeship program that 501 has
17 right now, that those that are pipefitters stay with
18 the pipefitters; those that are plumbers stay with
19 the plumbers.

20 So, again, I have a litany of stuff
21 over here that literally applies to the future over
22 here. And I'm not so sure it's the right place
23 today, but these are some of the items that are going
24 to be resolved over here by four willing business

1 managers. And I'm saying willing.

2 We sat back down over here and said
3 this is the right thing to do at the right time. We
4 have a good new man over at Plumbers Local 130. We
5 have Lynn Karner, we have Tommy Andrews, and we all
6 have one thing in common, and that's to strengthening
7 our position in Northwest Illinois.

8 And, again, I have 23 counties today
9 in Illinois, and I have five in Northwest Indiana,
10 and I know Mr. Coyne would love to have those five
11 counties in Northwest Indiana. That's the plumbers
12 issue; that's not my issue.

13 But, again, I think today I can sit
14 back there, and my history, I've always been a fair
15 man. And, again, my word is my bond, and I have been
16 put to the task on many of the issues of retirees'
17 health insurance, pension, and we've always sat back
18 over here -- our fund is 85 percent funded. Right
19 now we have a \$1,500,000,000 in our fund. When I
20 took it over it was 690 million. So, again, went
21 through the worst economic times and we have grown
22 our funds. Our health insurance, we have 27 months
23 of reserves. We're going up to about 280 million in
24 reserves.

1 So, again, when we sit back over
2 here and we talk about a consolidation for the
3 future, I just believe that today is the right time,
4 and we have willing participants. And the members
5 will be rewarded -- our members that work hard every
6 day will be rewarded.

7 I have a plethora of work next year.
8 I'm going to need every hand that I possibly can.
9 Can you imagine trying to -- trying to get 4,000
10 people in Northwest Indiana for the year over here?
11 It's just been an activity that is just unbelievable.
12 We have been blessed with work. Next year is great.
13 This consolidation should be able to move on.

14 And, again, I challenge Jimmy Coyne
15 and I challenge Lynn Karner. In the future someone
16 has got to light a fire under the plumber's ass to
17 get them to the school, to get those welding certs in
18 there. I don't understand it.

19 I offered my school to 130 and I had
20 zero people come to my school in five years. We knew
21 this project was coming up. And if we can't help our
22 brother plumbers and get them over to that refinery
23 and make them 150 grand a year for three years,
24 something is wrong.

1 So, again, we need to take a look at
2 where we're going, how do we get there, and I think
3 this consolidation is one great move. And, again,
4 the professionals will take care of the funds. The
5 professionals will do everything else. They'll
6 distribute the property, the UA will. Again, the
7 issue is, is our members will go to work. And I only
8 represent the pipefitters.

9 So, again, I have a rosy picture.
10 We're going to continue to train. If I have to keep
11 my school open and future schools seven days a week,
12 we're going to do that. We're going to make sure
13 that in our industry, the piping industry, we are
14 going to remain as strong as we possibly can. And,
15 again, we want representation. I know Linda
16 Chapa-La Via. I know the mayor out here. We're not
17 going to leave the area and say, you know what,
18 everybody that lives out here -- my son, of all
19 things, lives in DuPage County. Figure that one out.
20 But, again, we have members that live all over this
21 place over here.

22 And, again, how are we going to
23 remain strong? And I really believe that once Bill
24 Hite is gone, and that will be in '16, in that

1 general area, Jim Buick Buchanan is gone, I believe
2 the new guy coming in there is not going to allow too
3 many consolidations, too many mergers unless it's a
4 dire need.

5 Today we have this opportunity to
6 strengthen our members' hours. Again, 1,400, 1,200
7 hours, 81, 422, and they'll all doing 2,000 hours a
8 year. And I believe as Pipefitters 501, that half of
9 them are working for us right now, they're going to
10 get their 2,000 hours a year. And that's what it's
11 all about, is putting our people to work.

12 So, again, I just am excited about
13 this. I have four great guys that I believe in,
14 that's got the best interests of their locals and
15 their members.

16 And, again, I think as a badge of
17 honor, my word is my bond, and we're going to do
18 everything that we can to make sure that this is as
19 successful as the other two previous, and hopefully
20 down the road there may be another move.

21 Today we need to have territories to
22 go to work. And as pipefitters in the City of
23 Chicago, we take a look where we're going. Fifth
24 Street closed up. Not -- literally it's gone, it's

1 shut down. Crawford Station, down. State Line Power
2 House, down. Waukegan, going to be down. Midwest
3 Generation, bankrupt, right.

4 Where are our people going to go to
5 work? If we take a look, there's going to be nothing
6 left in Cook County, Illinois in my line of work.
7 It's gone to be Kankakee. It's going to DeKalb
8 County. It's going to be Kendall County. It's going
9 to be Grundy County.

10 Our forefathers in the '60s and '70s
11 had this idea. LaSalle, Dresden, Braidwood, Exxon
12 Mobil all went to 597. Gary Blankenship, Station 29,
13 right in back of his office his members couldn't go
14 to work there. That was our jurisdiction.

15 So, again, I think we're going to
16 have a tremendous future. And, again, I think 501
17 pipefitters will benefit immensely. I believe the
18 plumbers' work will come back, are going to be an
19 essential commodity here in the future. They're
20 going to go to work constantly. They're going to be
21 in demand. Residential agreements are needed. I
22 understand that.

23 I've already moved on in our area.
24 We have A card, B card, C card. I have a residential

1 agreement right now for five tons or less in air
2 conditioning. I think the scale total package is
3 \$31, \$33 an hour. I'm tired of seeing standard
4 heating and cooling at 47th and Pulaski doing \$80
5 million a year in residential.

6 I'm tired of TRAIN -- and
7 Mr. Vasquez knows about TRAIN. I spent a million
8 dollars of our money to try and organize that
9 company. Mr. Terven was with me. And I told them --
10 the last CEO when we met the last time, he said,
11 "Buchanan, why are you spending so much money on me?
12 We're just a small, little shop?"

13 I said, "You know, my friend, we put
14 in your equipment and it just irritates me that
15 you're a rat, non-union outfit." I says, "You know
16 what, I am going to spend two billion -- or two
17 million, and I'm going to bring you to your knees.
18 You can take that to the bank."

19 And right now they're doing about 30
20 percent of what they used to do. They're hurt, and,
21 you know what, we want to take their people over and
22 we want to take TRAIN name, and put union in the City
23 of Chicago and the surrounding areas.

24 So, again, I just sit back. This is

1 a great opportunity. I'm glad that we have four
2 willing partners. And if the UA feels that this is
3 the right step to do it, you have my word that we're
4 going to be as fair as we possibly can. And, again,
5 I think Mr. Coyne and his health and welfare benefit
6 package is going to do the same thing over here.

7 We can't give benefits -- how should
8 I say it. We can't give benefits that haven't been
9 earned, okay. And, again, the biggest issue with
10 597's pension fund is I can't go back. I can't go
11 back. I have 5,300 checks going out every month to
12 retirees and widows, 5,300. And all of my retirees
13 say, "When am I going to get my next raise?" Well,
14 you know what I tell them? I says, "Have you missed
15 anything?"

16 We're just about done with giving
17 raises to our retirees. Our funds can't handle that
18 anymore. You can't give money away that you don't
19 have. So, again, we're sitting back over here. We
20 changed ours for the future. Those that are working
21 today have got a great benefit package.

22 Again, I can't go back. All we can
23 do say HRA accounts, creative dollars to the retiree,
24 and make sure that they get their pension checks

1 every month. And I said to one guy that really don't
2 like me and he don't like my vision -- he says, "You
3 know, Buchanan, you got a billion dollars or
4 something."

5 I says, "You know what, all of that
6 money is spoken for and I still am short \$293
7 million. What don't you understand?"

8 These are the real facts today. So,
9 again, consolidating means power, political, work.

10 Again, I was so proud of my General
11 President. I was with him last week. I had a
12 meeting with Exxon Mobil. We've got some issues. He
13 met with the CEO, the number one guy of Exxon Mobil,
14 and he handed him his card, and he says, "Hey, I
15 think we've got a little issue in Joliet in your
16 refinery."

17 The guy says, "Well, I'll check into
18 it."

19 Well, you know, I got a call
20 yesterday from the refinery and said "We'd like to
21 talk to you again."

22 That's what kind of things need to
23 be done; relationships. What can we do to help
24 ourselves instead of pulling each other apart? If we

1 go together our future is going to be as rosy as it's
2 ever been.

3 So I stand in favor of this
4 consolidation. Like I say, I only represent the
5 pipefitters, but I do have every confidence in my --
6 the person that lives in my building, and I live down
7 the street from him in Arizona. He's a very
8 competent person.

9 I think Mr. Andrews and Mr. Karner
10 have got two wonderful organizations, and I think the
11 future is going to be very, very bright. And I think
12 our members will be happy. And the young ones will
13 be glad that they came over, and they will have major
14 opportunities to go to work.

15 Thank you so much.

16 HEARING OFFICER BOYCE: Thank you, Brother
17 Buchanan.

18 Does that conclude Local 597's
19 presentation, Brother Buchanan?

20 MR. BUCHANAN: Thank you kindly.

21 HEARING OFFICER BOYCE: Thank you.

22 Brother Cade, have you got any
23 questions for Brother Buchanan?

24 MR. CADE: No questions.

1 HEARING OFFICER BOYCE: Local 93, any
2 questions?

3 MR. KARNER: No, sir.

4 HEARING OFFICER BOYCE: Local 501, any
5 questions?

6 MR. ANDREWS: No, sir.

7 HEARING OFFICER BOYCE: Local 130, any
8 questions?

9 MR. COYNE: No, sir.

10 HEARING OFFICER BOYCE: Okay. Brother Cade,
11 do you wish to issue any rebuttal testimony?

12 MR. CADE: No, sir.

13 HEARING OFFICER BOYCE: Local 93, any rebuttal
14 testimony?

15 MR. KARNER: No, sir.

16 HEARING OFFICER BOYCE: Local 130, any
17 rebuttal testimony?

18 MR. COYNE: No, sir.

19 HEARING OFFICER BOYCE: Local 501, any
20 rebuttal testimony?

21 MR. ANDREWS: No, sir.

22 HEARING OFFICER BOYCE: Local 597, any
23 rebuttal testimony?

24 MR. BUCHANAN: No, sir.

1 HEARING OFFICER BOYCE: Okay, that will
2 complete any rebuttal.

3 I'd like to ask if the
4 representatives of Locals 93, 130, 501 or 597 have
5 any further comments for the record here today.

6 MR. ANDREWS: No, sir.

7 MR. COYNE: No, sir.

8 MR. KARNER: No, sir.

9 MR. BUCHANAN: No, sir.

10 HEARING OFFICER BOYCE: No further comments.

11 Okay. Now that all evidence has
12 been presented, I trust that you're all satisfied
13 that this hearing has been conducted fairly and
14 impartially. If any party believes the hearing has
15 not been conducted fairly or properly, I'm going to
16 ask you to make your objections on the record.

17 I've tried to give all parties a
18 full and fair hearing and permit the parties in this
19 proceeding to present any and all evidence and
20 testimony they may have.

21 So I'm going to ask Brother Cade and
22 each chief spokesperson whether or not he is
23 satisfied that he has had a full and fair hearing and
24 had an opportunity to put all evidence into the

1 record.

2 Brother Cade, are you satisfied
3 you've had a full and fair hearing today?

4 MR. CADE: Yes, sir.

5 HEARING OFFICER BOYCE: Brother Cade, do you
6 feel that you've had a full and complete opportunity
7 to present all of your testimony and evidence?

8 MR. CADE: Yes, sir.

9 HEARING OFFICER BOYCE: Okay. Local 93, are
10 you satisfied you had a full and fair hearing today?

11 MR. KARNER: Yes, sir.

12 HEARING OFFICER BOYCE: Have you had an
13 opportunity to present all evidence and testimony
14 that you wish to present?

15 MR. KARNER: Yes, sir.

16 HEARING OFFICER BOYCE: Local 130, are you
17 satisfied you had a fair hearing today?

18 MR. COYNE: Yes, sir.

19 HEARING OFFICER BOYCE: Do you feel as though
20 you have been given a complete opportunity to present
21 any and all evidence and testimony?

22 MR. COYNE: Yes, I have.

23 HEARING OFFICER BOYCE: Local 501, are you
24 satisfied you had a full and fair hearing today?

1 MR. ANDREWS: Yes, sir.

2 HEARING OFFICER BOYCE: Do you believe you had
3 a full and complete opportunity to put all testimony
4 and evidence into the record?

5 MR. ANDREWS: Yes, sir, we have.

6 HEARING OFFICER BOYCE: Local 597, are you
7 satisfied that you had a full and fair hearing today?

8 MR. BUCHANAN: Yes, sir.

9 HEARING OFFICER BOYCE: Have you had a full
10 and complete opportunity to put all of your testimony
11 and evidence into the record?

12 MR. BUCHANAN: Yes, sir.

13 HEARING OFFICER BOYCE: Okay. With that our
14 hearing is complete. And I will consider all the
15 evidence and all the testimony given today. I will
16 make a report that will include a recommendation to
17 the General President. And then in due time the
18 parties will all receive their decision from the
19 General President.

20 I'd also like to further thank you
21 all for the way that you conducted yourselves today,
22 for the obvious commitment to each of your local
23 unions and to the members that you represent. I'm
24 very proud to be a participant in this hearing today.

1 I'm proud of how you all conducted yourselves. And I
2 know that whatever the General President's decision
3 is, all of you, I'm sure, will make everything work
4 for the men and women that you represent.

5 So with that we will conclude the
6 hearing. And if you wish to receive a full
7 transcript of this hearing, make arrangements with
8 Shannon before you leave here today.

9 Thank you all and good morning.

10 Good luck.

11 (Discussion off the record.)

12 HEARING OFFICER BOYCE: Your company sends the
13 transcript to O'Donoghue & O'Donoghue, the United
14 Associations' attorneys, and then they forward me a
15 copy.

16 MS. REPORTER: Thank you.

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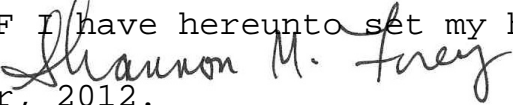
24

1 STATE OF ILLINOIS)
2) SS.
3 COUNTY OF DU PAGE)

4 I, Shannon M. Frey, CSR. No. 84-002277, RMR,
5 CRR, do hereby certify that I reported in shorthand
6 the proceedings had at the hearing of the
7 above-entitled cause and that the foregoing Report of
8 Proceedings, Pages 3 through 89, inclusive, is a
9 true, correct, and complete transcript of my
10 shorthand notes taken at the time and place
11 aforesaid.

12 I further certify that I am not counsel for
13 nor in any way related to any of the parties to this
14 suit, nor am I in any way, directly or indirectly
15 interested in the outcome thereof.

16 This certification applies only to those
17 transcripts, original and copies, produced under my
18 direction and control; and I assume no responsibility
19 for the accuracy of any copies which are not so
20 produced.

21 IN WITNESS WHEREOF I have hereunto set my hand
22 this 23rd day of November, 2012. 

22

23

24

Certified Shorthand Reporter

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