



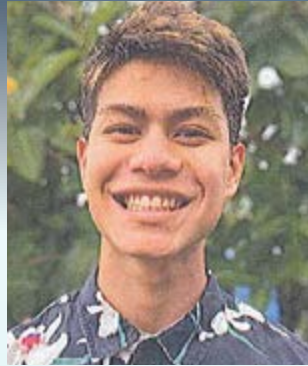
Ha'aheo 675

OFFICIAL PUBLICATION OF THE PLUMBERS AND FITTERS UNITED ASSOCIATION LOCAL 675, AFL-CIO

7th Annual Imi Loa Foundation Scholarship Winners



Jarek Agcaoili
*Grandson of
Vernon Tyau, Retiree*



Koanui Gier
*Son of Gregory Gier,
Air Engineering Co.*



Tori-Ann Golis-Bacos
*Daughter of
Lance Bacos,
Dorvin D. Leis, Co.*



Travis Kon
*Son of
Walton Kon,
Alaka'i Mechanical*



Logan Kuniyuki
*Grandson of
Albert Kaneshiro,
Lifetime Retiree*



Taylor Kuroiwa
*Granddaughter of
Wesley Kuroiwa,
Retiree*



Sydney Quitoles
*Daughter of
Valeriano Quitoles, Jr.,
Honeywell, Inc.*



Evelyn Ramos
*Daughter of
Nathan Ramos,
Dorvin D. Leis, Co.*



Tyra Yamaguchi
*Daughter of
Scott Yamaguchi,
Dorvin D. Leis, Co.*

Congratulations go out to nine winners of Local 675's Imi Loa Foundation Scholarship Fund. The awardees, children or grandchildren of active Local 675 members, each won \$1,000 scholarships, which were presented at a luncheon on July 22, 2019. "We're happy we have the resources for a program to financially assist the deserving child or grandchild of our union members," business manager Val Ceria said.

Winners of the scholarships were:

Jarek Agcaoili - Pearl City High School. Attending Leeward Community College or DigiPen Institute, majoring in Computer Science.

Koanui O Kamauliola Gier - Hawaii Baptist Academy. Attending University of Arizona in Tuscon, majoring in Business. "This will help pay for my student loans...I have a lot!"

(Continued on Page 3)

Business Manager's Message

Valentino Ceria, Business Manager/Financial Secretary-Treasurer

In the last three months of summer, we signed on board three new signatory contractors of Local 675, Tradewinds Cooling, LLC, APB Mechanical, LLC, and Narito Sheetmetal & Mechanical Corp.

After a long break, we kick-started the Fall general membership meeting on September 9th with an educational video and slideshow at the Washington Middle School cafeteria. The topic of concern was the Pension Plan. Earlier, the Trust Fund Office sent out the informational material for the members to absorb and understand. Speaking for my staff and myself, we were very appreciative to the membership who attended the meeting for ratifying the changes that had to be made to keep the pension plan healthy. (See article on Pension Plan.)

Last month I attended Phase II of the Newly Elected Business Manager's Seminar in Ann Arbor, Michigan which was in conjunction with the Instructor Training Program. I got to meet with my fellow new business managers again to share and discuss current topics affecting our locals. Some of the training included UA jurisdiction, recapturing market share in the residential sector, and current legal topics. General President McManus was also one of the presenters sharing his knowledge to the new leaders.

Brother McManus again emphasized the importance of the Organizing Contribution which would provide key funding for the UA's number one initiative - growing market share in all sectors of our industry. As mentioned at the Union meeting, the Organizing Contribution is \$.10 for every hour worked by each UA member



Business Manager Valentino Ceria with UA International Representative Derrick Kualapai.

working in our jurisdiction. The UA's new Organizing Contribution mandate went into effect July 1, 2019. Our local will make contributions from our General Fund, beginning September for the month of July.

I also attended the Negotiations and Trustee Seminar at the UA headquarter's new training facility in Annapolis, Maryland. Some topics discussed included basics of ERISA, fiduciary responsibilities, trust governance issues, plan operations, functions of service providers, avoiding nonexempt prohibited transactions, plan funding issues, and other responsibilities as a Union Trustee. The seminar also covered topics related to negotiations and understanding the collective bargaining process.

This month's newsletter features the nine Imi Loa Foundation scholarship winners. I met with each of the recipients and proud parents who attended the luncheon and they were all appreciative of the Union's support. We encourage our members to have your children or grandchildren apply for this one-time scholarship opportunity next year.

Let's not forget our 100th year anniversary coming around the corner. The theme for our centennial is *E Ho'omau*, which we interpret to mean "building on the past ... for a better tomorrow." Ho'omau we are told is the Hawaiian value of perseverance and persistence. We look forward to seeing you there to celebrate this important event with our Honorary Chairman, Brother Mark McManus.

Proposal for Regulating Apprentices Programs

Urgent Notice was sent out last month to our Local 675 membership at the request of General President Mark McManus regarding assistance to save our UA Apprenticeship Programs. Email sites were established so all UA members could send an email to the Department of Labor telling them to protect UA apprenticeships.

In June, the DOL proposed regulations to implement Industry-Recognized Apprenticeship Programs (IRAPs). The new IRAP system would give private organizations, such as employers and trade associations, free rein to create new watered-down standards and certify subpar apprenticeship programs. McManus stated, "The UA spends \$250 million each year on training. In doing so, we've created the best workforce in the world of piping professionals. We're Built on Excellence and that's rooted in our apprenticeship training. We get the job done on time and on budget because of the level of skill our members bring to every job." He further stated, "Now greedy anti-union contractors want to destroy our

apprenticeship programs so they can cut corners and boost their own profits. They want the DOL to undermine every element of our apprenticeship programs. We can't let that happen."

Because of the overwhelming

response nation-wide, our voices were heard. "I am proud of the support of our membership who are good skilled tradespeople and understand the importance of safety on the job," Business Manager Val Ceria said.

The General Membership Votes Unanimously to Ratify Pension Changes

After a spirited Q&A discussion, the General Membership on Monday, September 12, 2019 voted to ratify pension changes at the Washington Middle School Cafeteria. There were 98 members in attendance who viewed the educational videos on the pension plan - "How your Pension Plan Works," "Pension Plan Challenges," which explained the challenges we are currently facing, and "Pension Plan Changes," which described some of the items that the Board of Trustees had to make to lessen the cost to the plan. This included the new conditions for retiring prior to age 55 which were covered in a mailer sent out earlier to all members.

Business Manager Val Ceria introduced the power point presentation highlighting some of the challenges shown on the video and covered the permanent reallocation of current funds and permanent new monies that were the subject voted on for ratification by the membership. The Contractors also voted to approve the same and ratified the very next day.

You may have already received a mailer from the Trust Fund Office explaining more in detail. Go to www.pamcah-ualocal675-pension.com for details, including the information videos and a presentation you can watch from your smart phone.

Scholarship

(Continued from Page 1)

Tori-Ann Golis-Bacos - Maui High School. Attending Maui Community College, majoring in Nursing.

Travis Kon - Iolani School. Attending University of Portland, majoring in Political Science. "I have two other brothers who are younger attending Iolani so this scholarship will help a lot."

Logan Kuniyuki - Waiakea High School in Hilo. Attending Seattle University, majoring in Computer and Electrical Engineering. "First,

this will help with my college fund. And secondly, I am also honoring my grandpa who is a member for 22 years in the union."

Taylor Kuroiwa - Kaiser High School. Attending UH at Manoa, majoring in Nursing. "This scholarship gives me the opportunity to pursue my career in Nursing."

Sydney Quitoles - Mililani High School. Attending University of CA at San Diego, major undecided but possibly in Medicine. "I'm very grateful for receiving this

scholarship as it will help me attend a college on the mainland."

Evelyn Ramos - McKinley High School. Attending University of Nevada Las Vegas, majoring in Nursing. "This scholarship gives me the opportunity to actually go to a mainland college."

Tyra Yamaguchi - Pearl City High School. Attending Leeward Community College, majoring in Radiology. "I am thankful to receive this scholarship as it will help pay for my tuition."

Labor Unity Picnic a Hit for Our Worki

Some 4,000 Labor Day celebrants enjoyed the Sunday holiday weekend under the blue skies of the Waikiki Shell. The annual unity event was a time for the union families to get together for a fun-filled afternoon reaching into the night filled with continuous musical entertainment by the local bands. "The weather was perfect and the turnout once again demonstrated the solidarity of our union brothers and sisters and their families enjoying and commemorating the Labor Day holiday," commented business manager Val Ceria. The keiki as well as the adults enjoyed a variety of treats and games hosted by the participating unions at their tents and at the Kama`aina Kids fun zone. Noticeable the entire day was a constant line at the Plumbers & Fitters Union tent. "The icy cold Samurai ice cream and Ju-Mui icy pops we offered were a big hit," president Matt Brady observed.



ng Families



Training News - Instructor Training in Michigan



Front L-R: Steve Ku, Chris Ortogero, Chuck Shima, Ronden Numasaki, Kirk Kageno, Raymond Park, Roberto Rellin.
Back L-R: Jordan Dawson, Scot Minemoto, Royce Akiona, George Sapla.

The UA's 66th Instructor Training Program (ITP) held on August 10-16 marked the 30th year held at the Washtenaw Community College in Ann Arbor, Michigan. The comprehensive training curriculum has been developed to safeguard the memberships' employability, to stay relevant with industry change, and to prepare for the demands of the future. "Our contractors have acknowledged that safety, productivity, and skills training to be the most important factors on the job," mentioned business manager Val Ceria.

This year eight instructors attended the training program with training coordinators, Chuck Shima, Kirk Kageno and Ronden Numasaki also attending classes. There were two new instructors attending, Royce Akiona and Roberto Rellin. Congratulations to Raymond Park who graduated from the program this year. Jordan Dawson took the Electrical Safety class to train our members, Steve Ku took Foreman Training for a possible future training class, Scot Minemoto and Chuck Shima became OSHA Certified Instructors, and Roberto Rellin took AutoCAD Training for another new future training class. Shima mentioned that they received the UA grant approval for a three-year subscription for AutoCAD Building Design Ultimate Suite for the Iwilei computer

lab. Once established, the training office will be looking to offer AutoCAD classes for our members.

"Times are ever changing so we need to embrace the use of technology and incorporate the skills and knowledge we learn and continue to evolve. That's the only way we can be ahead of the game and able to pass the knowledge on to the members," stated training coordinator, Chuck Shima.

Fall 2019 Semester (began on August 5 and 6, 2019)

Total number of registered apprentices: 423

Oahu: 352 (Plumbing-184, A/C-182, Fire Sprinkler-37, Sprinkler Fitter-3); Maui: 26; Kauai: 18; Hawaii: 27

Consolidate Debt and Save

As low as 5.99% APR*! Move all of your high interest debt into a single, lower interest, affordable monthly payment. Simply consolidate your debt into Plumbers & Fitters Local 675 FCU. For more information, contact the Credit Union at (808)537-9135.

*APR-Annual Percentage Rate. Subject to credit approval. Rates are subject to change at any time and are not guaranteed. Individual rates may vary depending on credit worthiness.

Kaua'i County Council Votes to Improve Conservation Standards and Flexibility of Plumbing Code

The Union's Government Affairs and Public Relations Director, Kika Bukoski, worked diligently with the County Council of Kaua'i and was instrumental in the passage of Bill 2612 Draft 1. The County Council of Kaua'i recently passed the bill adopting the 2012 Uniform Plumbing Code with amendments, updating the plumbing code to provide the County of Kaua'i and its residents improved standards for water resource use, conservation, and efficiencies, and allowing the County, developers, contractors and homeowners with the flexibility to employ alternate methods, materials, or engineered designs to achieve additional cost savings that may be available.

Most importantly to Kaua'i residents, as we continue to explore ways to address our state's ongoing housing crisis, Bill 2612 supports Kaua'i Mayor Kawakami's initiative and goal to provide additional and truly affordable housing options for the people of Kaua'i. Bill 2612 became law on Aug. 29, 2019.

The Uniform Plumbing Code contained in Bill 2612 was first adopted by the Kaua'i County Board of Supervisors in 1965 and has served the people of Kaua'i for nearly 55 years. As one of the oldest chartered labor organizations in Hawaii, Local 675 has been and remains committed to providing the people of Kaua'i County, and the state for that matter, with not only a highly-skilled workforce of duly-licensed plumbers and pipefitters, but with the opportunity for its residents and future workforce to pursue economic stability, self-sufficiency and an improved quality of life. Through Local 675's apprenticeship and journeyman

training program, those interested can earn a living wage.

Congratulations to the members of the Committee on Public Works and Veteran Affairs, and to the members of the County Council and the Mayor's office for their hard work over the years, willingness and due diligence to keep the discussion on Bill 2612 alive,

and for their commitment to the community of Kaua'i. Bill 2612 provides a plumbing code that is flexible, answers the County's call for improved sustainability and resiliency standards, upholds the integrity of Hawaii's code adoption process, and continues to put the interest of the public's health, safety and welfare before all else.

JATC Apprenticeship Recruitment On Oahu

The Honolulu Joint Apprenticeship and Training Committee (JATC) for the Plumbing & Pipefitting Industry will be establishing waiting lists for the Plumber, Refrigeration Air Conditioning, Fire Sprinkler Fitter, and Steamfitter Welder apprenticeship programs on the island of Oahu. Interested persons may apply at:

PLACE: Plumbers & Fitters Training Facility
720 Iwilei Road, Suite 222
Honolulu, Hawaii 96817

DATE: October 14, 2019 thru October 25, 2019 (Monday - Friday only)
TIME: 8:30 a.m. - 4:30 p.m.

Each applicant must meet the following qualifications:

- a. Be not less than seventeen (17) years of age.
- b. Have a valid Hawaii Driver's License.
- c. Provide evidence of being a high school graduate or have a General Educational Development (G.E.D.) certificate or equivalent.
- d. Provide "official" transcript of high school records, and transcript of trade school courses, if any.
- e. Take a Placement Evaluation test (to be taken at a later date) and satisfactorily pass with a minimum score of 70 percent.
- f. If Applicable, provide validated previous experience.

Applicants may apply for only one (1) program and must pay an application fee of \$20.00 at the time of applying (non-refundable). For more information, go to www.plumbershawaii.com.

NEW PENSIONERS

Congratulations and happy retirement to the following pensioners:

- Larry H.K. Arakaki7/1/19
- Randall T. Murashige8/1/19
- John Polischek8/1/19
- Garrett S. Wong8/1/19

In Memoriam

Heart felt sympathy and condolences to the families of deceased members:

- Yoshio Mitsuzawa 8/13/19
- Herbert Fujii8/8/19
- Michael Ta'a 7/24/19
- Earl H. Suyeoka7/30/19
- Robert Sills7/19/19
- Alfred Patinio 7/3/19
- Stanley Kakugawa6/20/19



Ha'aheo 675 is the official publication of the Plumbers and Fitters United Association, Local 675
 1109 Bethel Street, Lower Level, Honolulu, HI 96813
 (808) 536-5454

www.plumbershawaii.com

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*Send contributions or questions regarding
 Ha'aheo 675 to the editor (808) 536-5454*

**Plumbers and Fitters
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News from Local 675 Retiree Club

The UA Local 675 Retiree Club at their last quarterly breakfast meeting on August 13, 2019, welcomed two new members: Miles Yoshii and Tracy Tanouye. Nominations for the November election are held open for the following positions with nominees thus far:

- President: Wilfred Kanno
- 2nd Vice President: Derek Hirao
- Treasurer: Tracy Tanouye

The Retiree Club are actively supporting the Blood Bank of Hawaii and hope that other members can also make a difference. Please let us assist you in becoming a Local 675 donor.

We welcome all Local 675 retirees who are active Local 675 members to join us at our next breakfast meeting on Tuesday, November 12, 2019, 9:00 a.m. at the Moanalua Golf Club. Annual club dues (\$20) include all breakfasts for that year. For more information, call Willy at 487-2773.

CALENDAR OF EVENTS	NOVEMBER	Tuesday, November 12, 2019 General Membership Meeting Nomination of Officers Washington Middle School Cafeteria	DECEMBER	Tuesday, December 3, 2019 Kauai Holiday Dinner Sheraton Kauai Resort	Tuesday, December 10, 2019 Kona Holiday Dinner Sheraton Kona Resort & Spa
		Saturday, November 23, 2019 100th Anniversary Celebration Hilton Hawaiian Village Coral Ballrooms		Wednesday, December 4, 2019 Maui Holiday Dinner Andaz Maui at Wailea Resort	Wednesday, December 11, 2019 Hilo Holiday Dinner Hilo Hawaiian Hotel

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