



Ha'aheo 675

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

Local 675 Scholarship Winners



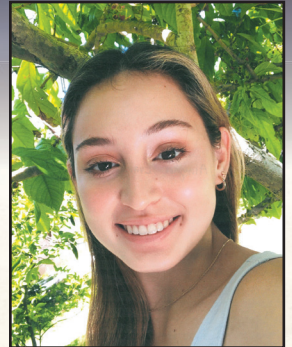
Sean Michael Ceria



Devyn Motoko Chun



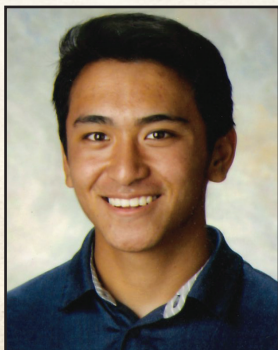
Kassidy Chun



Alayna A. Evans



Phalencity Gordon-Cabural



Makana Rikio Murashige



Victoria Paige Nago



Emily A. Rodrigues

The **Lucky 8** constitute this year's **Plumbers & Fitters Local Union 675 \$1,000 Imi Loa Scholarship** winners, all looking to their first post-high school college year in this time of uncertainty. The deserving **eight scholars**, each the daughter or son of an active **Local 675** member, working or retired, were **congratulated** with a check for **\$1,000** in their name. For precautionary measures, no luncheon was held this year due to the **COVID-19** virus. Business Manager **Val Ceria** mentioned, "Although we could not gather at a lunch presentation, we were still happy to continue to support and recognize the **deserving** children of our members." The **winners** for **2020** are listed in alphabetical order, noting their parental and qualifying **Union** ties, their respective academic background and the institutions that have accepted each for the **Fall** term.

Sean Michael Ceria: Honolulu (Iolani School), parents **Deric Ceria (Refr/Ftr JM retiree)** and **Glenda Ceria**, accepted by Seattle University, UC San Diego, Gonzaga University. Major - Mechanical Engineering.

Devyn Motoko Chun: Honolulu (St Andrews Priory School), parents **Wallace Chun (Plbr JM retiree)** and **Iris Chun**, accepted by UCLA, UC-Irvine, UH-Manoa. Major - Life Sciences.

Kassidy Chun: Honolulu (Kaiser HS), parents **Scott Chun (Refr Ftr JM-Johnson Controls)** and **Janis Chun**, accepted by Creighton University, Point Loma Nazarene University, Biola University. Major - Biology.

Alayna A. Evans: Maui (Kamehameha Schools-Maui), parents **Ivan Evans (Plbr JM-Dorvin D Leis)** and **Dahlia Evans**, accepted by Azusa Pacific University, University of Portland, Gonzaga University. Major - Nursing.

Phalencity Gordon-Cabural: Ewa Beach (Campbell HS), parents **Phillip Gordon (Plbr JM-Dorvin D Leis)** and **Wynafer Gordon**, accepted by UH, UH-West Oahu, University of Las Vegas. Major - Dental Hygiene.

Makana Rikio Murashige: Honolulu (Punahou School), parents **Randall Murashige (Refr Ftr JM retiree)** and **Kami Murashige**, accepted by University

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Business Manager's Message

Valentino B. Ceria

Earlier in September I had a video of my **Business Manager's Report** on our website for your viewing since we needed to cancel the **September 2020 General Membership Meeting** on Oahu and the **neighbor island rap sessions**. This is because of safety measures due to the **COVID-19** pandemic. With the State's mandate of no more than **five people** for gatherings and closure of the **Washington Middle School Cafeteria** location as well as some of the neighbor island rap session location restrictions, I opted to have my **Business Manager's Report** on video for a membership update on the current Union events.

This year, we all took a hit from the **COVID-19** pandemic like a wrecking ball into our lives and the economy. Our way of life has changed forever. According to the **United Association**, "In the midst of **COVID-19**, health and safety must be our highest priority. The **Centers for Disease Control and Prevention (CDC)** website, **cdc.gov**, remains the go-to resource for information regarding infection prevention, disease detection (testing), and critical guidelines for medical attention." The **United Association's** website as well as our own **plumbershawaii.com** website has good information that we all can use for work and in our daily lives. We have been updating our website as we get new information.

In **June**, we gave out **personal protective equipment kits** – masks, hand sanitizers, and gloves, to our members for your safety.



(l-r) Brothers Ben Panis, Val Ceria, and Matt Brady getting ready to distribute the personal protective kits to the members along with Lance Hayashi and Sam Barrett, Jr.

The **State of Hawaii** has classified us as "**essential workers**" and we continue to employ most of our workers on the job, contributing for the most part to be a driving force in **Hawaii's** economy. Just a note that we are in the process of having **face masks and neck gaiters** made with the **Local 675 logo**. The colors of our face masks and the neck gaiters are **black and blue**. We will be mailing it out to each member in **October**. Please make sure we have your most current address. As a reminder, I ask that if you are out there working, please follow all **workplace protocols and safety guidelines** to keep yourself and others protected.

For the months of **April, May, June, and July**, the **UA** mandated that local unions cover the fixed monthly dues (\$31.00) of all **non-retired members** who performed **40 or fewer hours of UA work** in the **previous** calendar month. For those who **qualified** according to our records, **credit** has already been applied to your account. If you have further questions regarding your monthly union

dues credit, you can call the **Union Office** (536-5454, ext. 222) and speak with **Jenny Lee**.

As you may know, the fiscal year for our **Benefits Trust Funds** ended on **July 31, 2020**. Last year the **Union and Management Trustees** made important changes to our **Pension Plan** in order to keep the funds stable and out of the **yellow or red** zones and to help strengthen our financial position to maintain and eventually improve future **Pension** benefits.

Unfortunately, as a result of the **COVID-19** pandemic, the stock market took a significant drop affecting our **Pension** investments which we were not able to recover fully by the **July 31st** fiscal year end. Adding to the setback was fewer work hours reported from March 2020 to the end of the fiscal year due to **COVID-19**, which affected the lowered **Pension** contributions. These two significant events have put the **Trustees** into a position to set the **Pension Benefit Unit**

(continued on page 6)

Advancing to the General Election

With the 2020 Primary election now behind us, we look forward to the General election on November 3rd with cautious optimism. With an objective to support qualified candidates, sensitive to the needs and concerns of the Plumbers and Pipefitters Local 675, we are encouraged to report that of the twenty-one (21) Primary races that were formally endorsed by Local 675, nineteen (19) or 90.5% of those candidates have either advanced to the General election or won their race outright. This is great news for our union, our members, and their 'ohana.

Vote: Joe Biden and Kamala Harris for President and Vice President

- | | |
|--|--|
| <ul style="list-style-type: none"> • Ed Case, U.S. Congress District 1: • Kaiali'i Kahele, U.S. Congress District 2: • Ronald D. Kouchi, State Senate, District 8: • Stanley Chang, State Senate, District 9: • Karl Rhoads, State Senate, District 13: • Donovan Dela Cruz, State Senate, Dist. 22: • Patrick Branco, State House, District 50: • Keith Amemiya, Mayor, Honolulu: • Andria Tupola, City Council, District 1: • Esther Kia'aina, City Council, District 3: • Calvin Say, City Council, District 5: • Steve Alm, Honolulu Prosecuting Attorney: • Mitch Roth, Mayor, Hawai'i Island: • Sue Lee Loy, Council D. 3, Hawai'i Island • Ikaika Rodenhurst, Council D. 5, Hawai'i Island: • Holeka Inaba, Council D. 8, Hawai'i Island: • Yuki Lei Sugimura, Council, Upcountry Maui: • Kipukai Kualii, County Council, Kaua'i: • Felicia Cowden, County Council, Kaua'i: | <ul style="list-style-type: none"> • Won Primary; Advances to the General Election • Won Primary; Advances to the General Election • Re-elected; No General Election • Won Primary; Advances to the General Election • Won Primary; Advances to the General Election • Won Primary; Advances to the General Election • Won Primary; Advances to the General Election • Won Primary; Advances to the General Election • Won Primary outright; No General Election • Won Primary; Advances to the General Election • Won Primary outright; No General Election • Won Primary; Advances to the General Election • Won Primary; Advances to the General Election • Won Primary; Advances to the General Election • Won Primary outright; No General Election • Won Primary outright; No General Election • Won Primary; Advances to the General Election • Won Primary; Advances to the General Election |
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After further careful consideration of the **Primary** results, your **Political Action Committee** has voted to endorse the following **additional candidates** who are seeking office.

- **Jacob Aki**, City Council, D. 7 (Kalihi, Salt Lake, Aliamanu, Hickam, Foster Village, Sand Island); and
- **Augusto "Augie T" Tulba**, City Council, D. 9 (Waikale, Kunia, Mililani Town, Iroquois Pt., Ewa Beach)
- **Bennette Misalucha**, State Senate Distr. 16 (Pearl City, Pearl Ridge, Aiea, Waimalu, Halawa, Pearl Harbor)
- **Kurt Fevella**, State Senate Distr. 19 (Ewa Beach, Ocean Pointe, Ewa By Gentry, Iroquois Point, Ewa Villages)
- **Tasha Kama**, Maui County Council (Kahului)
- **Stacy Crivello**, Maui County Council (Moloka'i)
- **Alberta de Jetley**, Maui County Council (Lana'i)

Please join us in continued support of the **above endorsed candidates** by sharing our support and endorsement with your family and friends, and **please remember to vote. Every vote matters and can make the difference!** If you have not done so already, you can register to vote at: <https://olvr.hawaii.gov/>

If you would like to volunteer, be more involved in the campaign process or have any questions, please contact **Local 675's Director of Government & Community Affairs, Kika G. Bukoski** at **(808) 441-1033** or via email at: kika@hilocal675.com.

Trust Fund Administrative Office is Essential

The **PAMCAH-UA Local 675 Trust Fund Administrative Office** (created in 1963) provides **In-House** administrative services for the various employee-employer benefit funds and programs. These services include administering the benefits on behalf of all **Members** for their **PAMCAH-UA Local 675 Pension, Annuity, Health and Welfare, Training, Vacation and Holiday** and **Cooperation** Trust Funds. This very important service is currently provided by the **Administrative Office** located on the **4th floor** of **1109 Bethel Street** under the direction of Administrator **Erinn Liu** and Assistant Administrator **Jaimme Hayakawa** along with their hard working staff members **Nicole Miyaji, Wilma Rivera, Sharlene Pasion** and **Debra Manuel**. The **Administrative Office's** mission is to provide excellent and reliable services for our **Active** and **Retired** participants and their dependents and beneficiaries. In addition to everyday responsibilities, the **Administrative Staff** is committed to making continuous improvements to become more efficient to ensure **Government** compliance and save dollars that can be used to give back to all **PAMCAH-UA Local 675 Members** and their dependents. Some of the items implemented in recent years are as follows:

Converting to an Electronic Benefits Software - In the past, data was accumulated and stored utilizing a manual system. The **Administrative Office** has completed conversion to a more **efficient, automated electronic system**. Administrator **Erinn Liu** stated, "Administering our benefits with a reputable benefits software allowed us to improve our accuracy when administering participant benefit programs and analyze problem areas that needed plan improvement."

Collecting Delinquent Contributions - "The collection of delinquent employer contributions was previously outsourced to

different law firms. This was costly and ineffective in collecting our members earned benefits," said **Erinn Liu**. The **Administrative Office** took over the collection process in 2015 and has significantly **reduced** the amount of **uncollected** contributions that have since been allocated back to the **Members**.

Ensuring Compliance - The **Trust Funds** are subject to numerous rules and regulations set forth by the government and our own **Trust Fund Plan** rules and regulations. It has been the **Administrative Office's** goal to ensure compliance by keeping up to date with compliance requirements and deadlines, implementing new procedures and obtaining more qualified professionals to assist with this process. Business Manager **Val Ceria** stated, "Keeping the **Trust Funds** in compliance ensures that we can continue to provide benefits to our **Members** and avoid unnecessary and very costly penalties."

Improvements to Operational Efficiency - The **Administrative Office** has assisted with **reducing** operational expenses across

multiple Funds by agreeing to take on **additional** duties that were previously outsourced. These duties include but are not limited to eligibility enrollment processing with our various **Health and Welfare** carriers, **COBRA** processing, tax return filings and submissions and execution of **Participant** notices. Trust Fund Co-Chairman **Kent Matsuzaki** commented, "Taking on these duties **eliminated** expensive professional fees incurred from outsourcing these services."

Follow Up and Questions - The **Administrative Office** is an **Essential** business always striving to better serve the membership. During this time of unprecedented changes, they have been overwhelmed and inundated with requests and questions from members, professionals, and signatory companies. "The **Union** and the **Trust Fund Administrative Office** have been working very hard to service the **Members** and **Contractors**, and thank everyone for their patience and understanding. We all have made a conscious effort to follow up with all requests in a timely manner," said Business Manager **Val Ceria**.

Scholarship *(continued on from page 1)*

of Puget Sound, Pacific University, Chapman University. Major - Pre-Pharmacy.

Victoria Paige Nago: Honolulu (Hawaii Baptist Academy), parents **Dwight Nago (Refr Ftr JM retiree)** and **Faye Nago**, accepted by George Fox University-Oregon. Major - Civil Engineering.

Emily A. Rodrigues: Honolulu (Mililani HS), parents **Matthew Rodrigues (Plbr JM-Honolulu Plbg)** and **Pamela Rodrigues**, accepted by Creighton University, Oregon State University, UH-Manoa. Major - Biology with a Pre-Med track.

Congratulations to Our United Association Scholarship Recipients

We are proud to announce that three of our own representing Hawaii Local 675 have been awarded scholarships from the 2020/2021 UA Scholarship Trust Fund. Recipients were Sean M. Ceria, Devyn M. Chun, and Makana R. Murashige. They were among 110 deserving students who were selected from all UA locals throughout the United States and Canada, pursuing undergraduate studies.

Training Highlights - On-line Recruitment Now Available

After much research, effort, and hard work, Training Coordinator **Chuck Shima** was happy to report, "We now have **year-round On-line Recruitment**. Interested applicants can now apply on-line with the apprenticeship program on our website: **plumbershawaii.com**, under **Apprenticeship**." The application is available to all islands and all trades (no pipefitting welding trade on the neighbor islands). Applicants must meet the minimum qualifications to apply (fees are non-refundable if minimum qualifications are not met). Applicants must read and acknowledge the qualifications and policies before continuing to the application process. The **Training Office** will verify if applicants have met the minimum qualifications and proceed to the testing process. Brother **Chuck** mentioned, "We have not yet determined when the

testing and interviewing will begin but we will let you know at a later date."

During this unprecedented time, the **Training Office** has been working diligently with the **University of Hawaii** to comply with health and safety protocols for each campus due to **COVID-19**. The **Fall 2020** classes on **Kauai** started on August 10 with **Oahu, Maui** and the **Big Island** classes starting the week after. There was a total of **423** apprentices registered for this semester. The following is a breakdown:

- OAHU:** 334 Plbg-181, A/C-12, Fire Sprinkler-29, Sprinkler Fitter-2
- MAUI:** 39 Plbg-28, A/C-10, Fire Sprinkler-1
- KAUAI:** 19 Plbg-1, A/C-3
- HILO:** 15 Plbg-6, A/C-9
- KONA:** 16 Plbg-2, A/C-12, Fire Sprinkler-2

Maintain Your Medical Coverage While Unemployed

As a follow up to the **Trust Fund Office March 2020** notice sent to all **UA Local 675** members, we want to remind members that there may be work hours credits available during periods of unemployment to allow you to continue your Health and Welfare coverage. Per our **PAMCAH-UA Local 675 Health and Welfare Summary Plan Description, Chapter 2 on Page 6:**

"If, after meeting initial eligibility and applicable enrollment requirements, you become unemployed and eligible to receive unemployment compensation benefits under the Hawaii Employment Security Law (Unemployed Period), you will be credited with **35 hours for each week of unemployment** for eligibility purposes, up to a **maximum of 840 hours** during any **6 consecutive month period** that includes your 'Unemployed Period', provided that you remain within the jurisdiction of UA Local 675 and be available for dispatch from UA Local 675."

In order to receive the **35 hours of unemployment work credit** each week that may sufficiently maintain your Health and Welfare coverage, you **must** do the following:

- **Sign into the Out-of-Work List at the Union Hall and be available for work**, and
- **Submit a copy of your State of Hawaii unemployment form to the Trust Fund Office as verification that you are receiving Hawaii unemployment benefits.**

This requirement applies to all Oahu and neighbor island members. Please remember that you must contact the **Union Office** and remove your name immediately from the Out-of-Work List after going back to covered work.

If you have any questions, please call the **Trust Fund Office** at 808-536-4408.

Wear a Mask



For your safety and the safety of others. New Local 675 face masks and neck gaiters will be mailed in **October** to all active members. Make sure your address is updated if any changes.

NEW PENSIONERS

Congratulations and happy retirement to the following pensioners:

- Dennis W. Lendt5/1/2020
- Peter L. Bessara6/1/2020
- Joseph G. Duarte6/1/2020
- Kevin J. Mackenzie6/1/2020
- Shane Pagente.....6/1/2020
- Sheldon C. Saito.....6/1/2020
- Raymond C. Silva Jr.6/1/2020
- Kerry M. Akiyama..... 7/1/2020
- Norman S. Arakawa 7/1/2020
- Teodorico Mendoza Jr. . 7/1/2020

Business Manager's Message

(continued from page 2)

Dollar value at **\$48** for the **2020** plan year only. But know that the **Benefit Unit Dollar Values** you have already earned for past years will remain unaffected. The **Benefit Unit Dollar Values** are re-evaluated every year. If we did not do this now, our plan could have required additional plan changes which we are trying to avoid. In spite of this needed change, we were able to enhance the **Annuity** benefits to better balance our **retirement income** by adding the previously negotiated **\$.50** per hour to each active member's **Annuity** account beginning **January 2021**. I ask that you please read all materials sent out to you from the **Trust Fund Office**. A **4th video** has been created concerning the **Pension Plan** changes. You can view the video at www.pamcah-ualocal675-pension.com. This **website** is included in the mailer sent out to each member.

On **August 8th**, I met with the **Finance Committee** and discussed the Union's **Income** and **Expenditures** for the current and previous months, and any questions they may have had. I would like to thank the **Finance Committee** who have been meeting every month this year to review the month's **checks, income** and **expenses**. They reported that they have reviewed the **finances** and found the reports to be in order.

The **Executive Board** met on **August 17, 2020**, with **Gary Miyashiro** of **MC Group Hawaii**, the accounting firm who completed the **2019 Local 675 financial audit** and **Form 990**. The reports indicated that all financials were in order with no significant findings. The **Executive**

Board reviewed the reports, asked pertinent questions, and then approved the **financial audit** for **2019**.

Politically, our efforts paid off with a **Primary Election** win to a **General Election** run-off for **Keith Amemiya** for **Mayor of Honolulu City and County**. We supported **Keith Amemiya for Mayor** early in the race because we believed he could make a difference in our city, especially now when trustworthy leadership is badly needed. **Keith Amemiya's** accomplishments, experience, character, and his ability to work well with others are assets needed to serve as **Mayor** with our people's best interests at heart. We were happy to assist with the media and in the community-based campaign by **sign-waving** in **Kaneohe** early in **July** and at the **state capitol** in **August** before the primary results. We also want to commend **Mitch Roth** on the **Big Island** for his big win in the **Primary** going into the **General Election** run-off for **Mayor**. We believe **Mitch Roth** will be good for the **Big Island** with some of the many issues currently going on there. With these important wins as well as the other primary victory endorsements from **Local 675**, we will once again need your support with a vote in the **November 3rd General Election**. Please see our **General Election endorsements** section in this newsletter. If you have not yet registered to vote, you can still go online at www.elections.hawaii.gov and register by **October 5, 2020**. All ballots should be delivered by **October 16th**. Be sure to vote early by mailing your ballots or at drop off sites.

Congratulations also to the recipients of the **Union's Local 675 Imi Loa Foundation**

Scholarships. The deserving scholars are highlighted in this issue. We are also proud of the three recipients who were awarded the **United Association** scholarships as well.

On another note, cautioning on the safe side along with other labor unions, the **Hawaii Building and Construction Trades Council** decided not to hold the **Labor Unity Picnic** this year. The **General Membership Meetings** for the months of **September** and **October** were cancelled as well as the **rap sessions** on the **neighbor islands**. It was decided to also cancel the **Oahu and Neighbor Island Holiday dinners** usually held in **December**. We will keep you informed of all other meetings and/or cancellations. We are saddened about this but keeping everyone safe is our priority. Especially now with everything going on, we need to **stick together, remain strong, and stay healthy**. I want to thank you our **Members** and our **signatory contractors** for **enduring, managing, and working together** in this trying time to keep everyone safe. Please take care and be safe. Also remember the **flu shot** is now available.

Mahalo and Aloha!

In Memoriam

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

Ronald M. Arakaki
7/21/2020

Richard H. Kaya
8/1/2020

Fred L.U. Perry
8/28/2020

Members on the Job - Pre-COVID Days of Summer



(l-r) Thomson Nguyen, Ryan Sekimura and Kevin Ifuku. Woodward Community College. Johnson Controls.



(l-r) Kawika Johnson, Scott Chun, Shane Kano, Ian Aoyama. Chiller Changeout, Discovery Bay Condominium. Johnson Controls.



(l-r) Harrison Flores, Joel Acoba, Daryl Yamashiro, Ramil Tapado, Cory Nakamoto. Iolani High School. RM Nakamura Plbg. GC: Allied.



(l-r) Kneeling: Avery Kurosu, Earl Mikamura, John Rosario, Shueng Man Wong, Titus Gordon. (l-r) Standing: Jerry Ha, Richard Gordon.



(l-r) Gabriel Fujimoto, Byron Andrade, Richard Lanet, Eldon Andrade, Daniel Bangay, Cyrus Galdeira, Scott Galdeira. Gordon Mechanical. 1132 Bishop St. GC: Unlimited.



(l-r) Gaylord Fukumoto, Brian Tanaka (Owner), Miles Koide, James Javinar. H.Tanaka Plbg.



(l-r) Ethan Reyes and Jonny Tabar. RM Nakamura Plbg & Mech. Hoopili Proj. GC: DR Horton.



(l-r) Lance Takara, Eddie Louis, Paulo Aquino, Reese Bell, Todd Yee, Bill Chinen. RM Nakamura Plbg & Mech. Hoopili Proj. GC: DR Horton.

Oahu Air's Crane Lift at the Hawaiian Tel Building

(l-r) Axell Pasion, HC worker, HC worker, Kimo Duncan, Chad Kamibayashi, Steven Marco.



Ha'aheo 675 is the official publication of the Plumbers and Fitters United Association, Local 675
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Vice President

LANCE HAYASHI

Recording Secretary

JORDAN DAWSON

Sentry

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

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Local 675**

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News from Local 675 Retirees Club

The **Local 675 Retirees Club** cancelled its **August 11** meeting and will likely cancel the **November 10** meeting as well due to **COVID-19**. The next meeting notice will be by mail four weeks prior to that meeting date. The club's **Board of Directors** did approve that club member's **2020** dues be extended to also include **2021**.

We are happy to announce that **Local 675 Retirees Club** is on the **Lauloa** list in the **Hawaii Foodbank's Summer & Fall 2020** newsletter, thanks to club members generously donating a total of **\$2,950** in their annual **May 2020** drive. The need is expansive, therefore if you are inclined to do more, we encourage individual donations be made directly to the **Hawaii Foodbank**.

The **Retirees Club** welcomes all **Local 675** retirees who are also active **Local 675** members to join the **Local 675 Retirees Club**. Annual club dues of **\$20** includes all breakfasts for that calendar year. For more information, call **Willy** at **487-2773** or **256-0704**.

CALENDAR OF EVENTS	OCTOBER	NOVEMBER	DECEMBER
	Monday, October 5, 2020 GENERAL MEMBERSHIP MEETING CANCELLED	Monday, November 2, 2020 6:00 pm GENERAL MEMBERSHIP MEETING (Tentative)	Monday, December 2, 2020 6:00 pm GENERAL MEMBERSHIP MEETING (Tentative)
	* Check www.plumbershawaii.com for updates		All Christmas Holiday Dinners CANCELLED

CONNECT WITH US	LOCAL 675 UNION OFFICE	TRUST FUND ADMINISTRATIVE OFFICE	APPRENTICESHIP TRAINING OFFICE	CREDIT UNION
	1109 Bethel Street Lower Level Honolulu, HI 96813 (808) 536-5454	1109 Bethel Street Suite 408 Honolulu, HI 96813 (808) 536-4408	720 Iwilei Road Suite 222 Honolulu, HI 96819 (808) 456-0585	1109 Bethel Street Lower Level Honolulu, HI 96813 (808) 537-9135

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