



Ha'aheo 675

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

UA Local 675 Celebrates 100 Years Chartered in 1919

E Ho`omau "Building on the Past ... For a Better Tomorrow"



International Representative Derrick Kualapai, UA General President Mark McManus, Business Manager Val Ceria, President Matt Brady, and Vice President Benji Panis celebrate Brother Silverio Miral's 65 years of service with the United Association, Local 675 at the Union's 100th Year Anniversary event.

A historical night to remember in a special chapter of Local 675, President Matthew Brady opened with the reading of the United Association Charter established on November 15, 1919. About 1,122 were present at the centennial celebration of the Plumbers & Fitters UA Local 675 on Saturday, November 23, 2019 at the Hilton Hawaiian Village Coral Ballrooms. Augie T was the master of ceremonies with invocation by Danny Akaka, Jr. and his wife Anna. Our very own Jeremy Kainoa Salave'a sang the National Anthem and Hawai'i Pono'i in acapela.

"Throughout the evening, the theme E Ho`omau, 'Building on the Past, For a Better Tomorrow' was expressed. Those words hold true to the belief that we learn from those who came before us; the pioneers of this Union," said Business Manager Val Ceria. He added, "The event was dedicated to their legacy, for their timeless values of commitment and integrity, for the extraordinary leadership of the past, and for the pride of our Local Union."

Deepest aloha was given to the United Association who launched the Charter of Local Union 675 and General President, Brother Mark McManus who graciously accepted to be the Honorary Chairman for this historical event. Business Manager Ceria also thanked the membership and their families, sister locals, union contractors, subscribers and friends who

gave tremendous support over the years and also with the 100th Anniversary celebration.

It was a year-long endeavor chaired by President Matthew Brady, with collaborative efforts of the officers and board members, union and training staff support, who made the journey together possible toward the tremendous success of the event.

Business Manager Val Ceria ended the evening filled with entertainment by Lance Orillo Trio, Ben Vegas and Maila Gibson, the service awards presentation, proclamations by various dignitaries, and even prize giveaways. He expressed with grateful words, "On behalf of UA Local 675 we appreciate you joining and celebrating with us as we continue to help build the dreams of this great State of Hawaii and to our proud United Association!"

A slideshow during the festive Hawaiian dinner was shown throughout the evening with a special video presentation towards the end. The commemorative book was given to each person present along with wine centerpieces, wine glasses and Local 675 logo coasters.

If you are a member and would like to request a copy of the commemorative 100th Anniversary Book, please email 100th@hilocal675.com with your name and mailing address. You may also pick up a copy at the Union Office.

Business Manager's Message

Valentino Ceria, Business Manager/Financial Secretary-Treasurer

I want to begin by wishing everyone a Happy New Year and hope you all enjoyed the holidays. I would like to recap some of my accomplishments for 2019.

I began the year as Business Manager/Financial Secretary-Treasurer along with Business Agents, President Matthew Brady, Vice President Benjamin Panis and later, Recording Secretary Lance Hayashi and Examining Board member Samuel Barrett, Jr.

Earlier in the year, we initiated a Forensic Audit and worked closely with International Representative Derrick Kualapai and the UA, to make sure the Union made operational changes and established new policies to be in compliance. I hired Herbert Takahashi as the Union's attorney specializing in labor law who worked with the UA putting into place, the policies and guidelines to ensure the Union follow practices within the law.

We hired an independent CPA firm, MC Group Hawaii, to do a complete financial audit or exit audit on the recommendation of the UA for the incoming new administration. The audit was completed in August stating no significant findings and was submitted to the UA. After the audits were complete, the dissolution of the Pacific Equity Group (PEG) was set into motion. Final closure was at the end of the year in 2019.

LeMke Chinen & Tanaka, CPA was hired as the Union's new independent certified public accountant. They have vast experience working with many of the labor unions in Hawaii.

As the Business Manager I continue to serve as Chair or Co-Chair representing the Union on the Trust Funds, along with Matthew Brady and Benjamin Panis as Union Trustees. One of the biggest challenges for the Trust Funds was the Pension Plan. We worked with management trustees to keep the \$100 benefit unit pension rate for the members. We also worked toward making the pension plan healthier by having permanent reallocations of the current funds and contributing new monies into the plan from both Union and Management. Both Union and Management voted for the ratification of the changes. The Trustees also made additional changes within the plan to keep the Pension Plan from going into the Yellow Zone. Educational and informational material were discussed at the Union meetings and mailed out to the members including website information.

Kika Bukoski was hired as Director of Government and Public Affairs. He works with the legislature, government officials, and political figures for all islands and research bills impacting our Union. One such bill was the adoption of Bill 2612 on Kauai, maintaining the integrity of the Uniform Plumbing Code (UPC) which we support and removing completely the International Plumbing Code (IPC) from the prior language.



(l-r) UA Intl Repr Derrick Kualapai, Bus Mgr Val Ceria, UA Genl President Mark McManus and former Intl Repr and current UA Dir of Informational Technology Robert Lamb.

This year we had three Apprenticeship Recruitments. In June on Oahu, and in October for Oahu and Maui. This was done to alleviate the need for manpower demands.

In 2019, we also signed seven new signatory contractors.

The Union continues to be a member of the Hawaii Building & Construction Trades Council. I was elected to be a Trustee for the Council and on the Executive Board for the Building Trades. As Business Manager for Local 675, I signed a Hawaii Building & Construction Trades Council PLA (Project Labor Agreement), with Developer JL Avalon Capbridge, for the Sky Ala Moana project.

I attended UA training seminars for newly elected Business Managers throughout the year and maintained relationships with the UA President and Officers as well as other business managers from other locals. At the training sessions, we were reminded that each local needed to establish an Organizing Fund to contribute 10 cents for every man-hour per month to the UA for their initiative in Organizing. The mandated contribution from our General Fund began in July 2019.

The Ha'aheo newsletter was revitalized in 2019 after a long absence and will continue to go out quarterly. The website was also updated and we will continue to add more information for members and contractors, and about upcoming meetings and events.

For the Union's Federal Credit Union, I am currently the President with Matt Brady as Vice President. If any member is interested in joining the credit union, please contact FCU manager Jenny Lee at (808) 537-9135.

We continue to sponsor the Great Aloha Run for our members and family participation as a 100th presidential member, with breakfast at the Aloha Stadium. We also continue to participate in the annual Labor Unity Picnic with giveaways to members, held at the Waikiki Shell celebrating Labor Day. In 2019, I

became the Chairman for the Union's Imi Loa Foundation Scholarship Fund. The applications for our members' children or grandchildren for 2020, will be available on the website Plumbershawaii.com, on March 1st.

Lastly, after preparing all year round, we celebrated our 100th Year Anniversary of our Union, on November 23, 2019 at the Hilton Hawaiian Village. UA General President Mark MacManus who oversees all the plumbing & pipefitting locals across the United States and Canada, was present as our Honorary Chairman. Brother McManus, General Executive Board Officer Stanley Smith, International Representative Derrick Kualapai, and Director of Information Technology and our former International Representative for Hawaii, Bob Lamb, all mentioned to me that they were very impressed with the event and with our local union.

When we visited the neighbor islands for the Union Christmas dinners, we shared some of the mementoes. Each member received the commemorative book, wine glasses and coasters and were very happy and appreciative. We also showed the slide show and 100th anniversary video on each island.

For this year, 2020, I am looking at continuing to improve on efficiency and growth for the Union so we can provide more opportunities for our members and contractors. There are many issues that come up and we will push forward when it comes to our membership and our jurisdiction. My business agents and I will continue to attend UA sponsored or endorsed educational seminars to strengthen our Union and service to the membership. This is also an important election year so we will be focusing on voter registration.

One of the biggest improvements I think is the communication with our members and instilling pride in our Union. We will continue to do so moving forward.

Training News

Recruitments

The 2nd Apprenticeship Oahu Recruitment in 2019 was held in October with testing and interviews in November. There were 142 applicants with only 46 who qualified. Those who qualified and passed were 22 Plumbers, 22 Air Conditioning Fitters, 1 Fire Sprinkler Fitter, and 1 Sprinkler Fitter.

Also in October of last year, the Maui Recruitment included 21 applicants. Thirteen passed the testing and the interviews held in November. There were 6 Plumbers, 6 Air Conditioning Fitters, and 1 Fire Sprinkler Fitter.

The Spring 2020 apprenticeship classes started on January 6 and 7, 2020.



Construction Career Days



Assistant Coordinators, Kirk Kageno and Ronden Numasaki participated in the Hawaii Construction Career Day at the Hilo Civic Auditorium on October 24, 2019.



The University of Hawaii Maui College was a busy day on November 15, 2019 as Assistant Coordinators Kirk Kageno, Ronden Numasaki and Business Agent Ben Panis participated in the Maui Construction Career Day.

Students came from various high schools to learn about construction career opportunities and experience hands-on activities. Some of the students did PVC pipefitting projects and the coordinators passed on information about the Union's apprenticeship program.



100th Anniversary Commemorative Shirts

The Dri-Fit Polo Shirts with the 100th Anniversary logo are available for purchase at the Union Office.

They come in M - 2XL in Navy only for \$30 each.

Scholarship News

Please check the website: Plumbershawaii.com
UA Local 675 scholarship application will be posted on March 1, 2020.

United Association scholarship information is forthcoming.

Hawaii State AFL-CIO scholarship information is currently posted.

Change of Address/Contact Information

Members need to call:

- Union Office at (808) 536-5454
- Trust Fund Office at (808) 536-4408
- Training Office at (808) 456-0585

NEW PENSIONERS

Congratulations and happy retirement to the following pensioners:

- Thomas A. Pregana 11/01/19
- John Casson10/1/19
- Chris K. Kakigi.10/1/19
- Jeffrey A. Craig9/1/19
- Billy K. James9/1/19
- Dwight S. Nago9/1/19

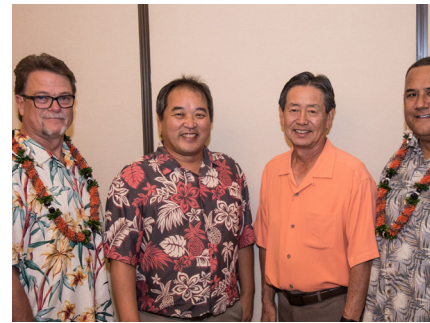
In Memoriam

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

- Isamu Iwaoka12/18/19
- Edmund Tajima12/28/19
- Warren Kodama12/3/19
- Raymond Watanabe . 10/16/19
- Tatsuo Inouye9/24/19

100th Anniversary

More photos can be viewed on the website, Plumbershawaii.com.





Service Awards

Business Manager Val Ceria and staff brought some of the 100th Anniversary mementoes and program books to the neighbor island Christmas dinners and also presented the same video that was shown at the celebration on Oahu. "We wanted to bring as much of the 100th anniversary as possible to the neighbor island members," President and Event Chair Matt Brady stated. "We also want to showcase the well-deserved recipients for their dedicated years of service to Local 675 and the United Association," added Val Ceria.

In Kona, long-time retiree members, Vince Damazo and Alpidio Castillo both celebrated their 60th service award anniversaries. Brother Vince said he and his wife travel a lot since retirement and have been on many cruises. "The Union has treated me very good and I get to enjoy a long life," he said. Brother Alpidio attributes

his long and happy retirement life to his wife. "She has her honey-do list to keep me busy, but I also get to watch tv and relax," he beamed. Brother Alpidio Castillo reminisced the old days and mentioned, "I'm happy and proud of Val as the new Business Manager. He will do a good job. I was his foreman way back in the day at the Kahe Power Plant job when we worked for Pullman Power Products together."

On the Service Awards recipients, President Matt Brady stated, "This particular group of honorees receiving their service awards this year will have their names forever enshrined in the 100th Anniversary Book on page 12 and 13." Books are available for members and can be picked up at the Union Office. You may also request a copy to be mailed to you by emailing 100th@hilocal675.com.

Photos may be viewed on the website: Plumbershawaii.com.

Oahu Service Awards



25 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, GP Mark McManus, Glenn Shimizu, Scott Yamaguchi, Edward Sistoza, BM Val Ceria, Pres. Matt Brady, VP Ben Panis



30 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, Wallace Chun, GP Mark McManus, Nicomedes Ganiron, David Nakasone, Lominga Latu, Pulia Tuha, John Ridings, Brian Miyashiro, Natalie Castanares, James Fan, Ted Kaneshiro, Constantino Gose, Earl Mikamura, Christopher Ano, BM Val Cena, Pres. Matt Brady, VP Ben Panis, Derek Higa (kneeling)



35 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, GP Mark McManus, Randall T. Freitas, Steve Ku, Allan Johnston, John Kurashima, BM Val Ceria, Pres. Matt Brady, VP Ben Panis



40 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, GP Mark McManus, Leighton Shoma, Valentino Ceria, Charles Tabar, Pres. Matt Brady, VP Ben Panis



45 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, GP Mark McManus, Harry Sasuga, Ray Murakawa, Edmund Young, Carl Kaneda, Earl Tanna, Carl Correa, Russell Tomita, BM Val Ceria, Pres. Matt Brady, VP Ben Panis



50 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, GP Mark McManus, Gerald Nakashima, Marc Kodama, Michael Anbe, Thomas Miyahira, Thomas Sakata, Ernest Theodore, Vernon Rosa, Miles Hirasuna, BM Val Ceria, Pres. Matt Brady, VP Ben Panis



55 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, GP Mark McManus, Randolph Doctorello, Sr., Gary Watanabe, BM Val Ceria, Pres. Matt Brady, VP Ben Panis



60 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, GP Mark McManus, Isamu Iwaoka, Mel Suganuma, BM Val Ceria, Pres. Matt Brady, VP Ben Panis



65 Years (l-r) UA Stanley Smith, UA Derrick Kualapai, GP Mark McManus, Silverio Miral, BM Val Ceria, Pres. Matt Brady, VP Ben Panis

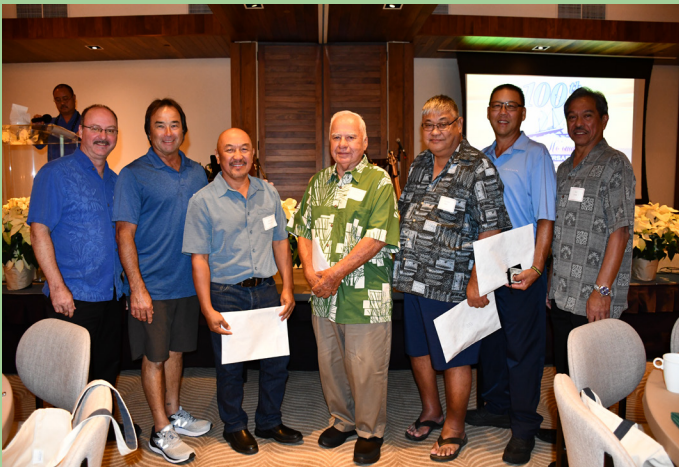


Oahu top 100th Anniversary Winner: Randolph Doctorello, Jr. won the Vacations Hawaii Las Vegas round trip for two.



Oahu Grand Prize Winner at the 100th Anniversary Celebration: Nicomedes Ganiron won the custom-made ukulele hand-crafted and donated by Vernon Rosa.

Mauai Service Awards



(l-r) Pres. Matt Brady, David Randall (30 yr), Daniel Pascua (30 yr), Norman Vares (55 yr), Gerald Mijo (45 yr), Royden Heirakuji (35 yr), Bus. Mgr. Val Ceria

Kauai Service Awards



(l-r) Pres. Matt Brady, Burt Sakata (30 yr), Dennis Muffly (50 yr), Orrin Shishido (45 yr), Nelson Cayetano, Jr. (35 yr), Bus. Mgr. Val Ceria

Hilo Service Awards



(l-r) Vice Pres. Ben Panis, Herbert Alvarez (30 yr), Harris Iwaoka (50 yr), Lawrence Costa, Sr. (50 yr), Clyde Ho (50 yr), Bus. Mgr. Val Ceria

Kona Service Awards



(l-r) Vice Pres. Ben Panis, Vince Damazo (60 yr), Alpidio Castillo (60 yr), Howard Nishida (45 yr), Bus. Mgr. Val Ceria



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

BENJAMIN PANIS

Vice President

LANCE HAYASHI

Recording Secretary

JORDAN DAWSON

Sentry

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CHUCK SHIMA (Secretary)

JAMES FAN

SHEUNG MAN WONG

DEAN KOBASHIGAWA

FINANCE COMMITTEE

KIRK KAGENO (Chairman)

TROY SAKAMOTO

DOUGLAS KEKONA

EXAMINING BOARD

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DEAN LUNA

SAMUEL BARRETT, JR.

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

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News from Local 675 Retiree Club

The UA Local 675 Retiree Club held their quarterly breakfast meeting on Tuesday, November 12, 2019 at the Moanalua Golf Club. Nominations for the offices of President, 2nd Vice President and Treasurer were held. The following are the new club officers for two years from January 1, 2020 to December 31, 2021:

President	Wilfred Kanno
2nd Vice President	Alan Arakaki
Treasurer	Derek Hirao

“The Retiree Club welcomes all Local 675 retirees who are also active Local 675 members to join us at our next breakfast meeting at 9:00 a.m. on Tuesday, February 11, 2020 at the Moanalua Golf Club (restaurant opens at 8:30 am). Annual club dues (\$20) includes all breakfasts for that year,” President Willy Kanno stated. For more information, call Willy at (808) 487-2773.

CALENDAR OF EVENTS	JANUARY	<p>Monday, January 6, 2020 GENERAL MEMBERSHIP MEETING Installation of Officers Washington Middle School-Cafeteria</p> <p>Tuesday, January 7, 2020 MAUI RAP SESSION Maui Community College</p> <p>Wednesday, January 8, 2020 KAUAI RAP SESSION Kauai Community College</p>	FEBRUARY	<p>Monday, February 3, 2020 GENERAL MEMBERSHIP MEETING Washington Middle School-Cafeteria</p> <p>Tuesday, February 4, 2020 KONA RAP SESSION UH-Palamanui Campus</p> <p>Wednesday, February 5, 2020 HILO RAP SESSION Waiakea Intermediate School</p> <p>Monday, February 17, 2020 Presidents' Day - Great Aloha Run</p>	MARCH	<p>Monday, March 2, 2020 GENERAL MEMBERSHIP MEETING Washington Middle School-Cafeteria</p> <p>Tuesday, March 3, 2020 MAUI RAP SESSION Maui Community College</p> <p>Wednesday, March 4, 2020 KAUAI RAP SESSION Kauai Community College</p>
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