



IUPAT NEWS

The International Union of Painters and Allied Trades

DAY FOUR
COVERAGE

BOLD
AUGUST 14TH, 2014



FUTURE
31ST GENERAL CONVENTION

Cooperation stressed as key component of LMCI



Michael Cassidy
LMCI Co-Chair



Kenneth Rigmaiden
GP/LMCI Co-Chair



Greg Renne
LMCI Administrator

General President Kenneth Rigmaiden described the Painters and Allied Trades Labor Management Cooperation Initiative (LMCI) as a cornerstone of the IUPAT's efforts to build a **BOLD FUTURE**.

And LMCI's Co-Chair Michael Cassidy echoed earlier statements made during Day 4 of the IUPAT's 31st General Convention that partnering contractors agree with the vision.

"You have our total support of the plan for a **BOLD FUTURE**," Co-Chair Cassidy said. "From the contractors' perspective, we're on board."

In introducing his co-chair, General President Rigmaiden highlighted some

of the industry programs and materials that the LMCI has produced, each one advancing the IUPAT's mission of increasing market share.

Co-Chair Cassidy referenced many of the same initiatives, describing them as pieces that must be used together by everyone to work effectively.

"No single arrow is going to solve our problem; each arrow is part of our quiver," he said. "We have to make sure each one of us knows how to string the bow, or we're not going to get anywhere."

Building off Co-Chair Cassidy's message was LMCI Administrator Greg Renne, who also addressed the delegates Thursday morning.

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FCA stands ready to support IUPAT's BOLD FUTURE

The members of the Finishing Contractors Association fully support the plans the IUPAT laid out this week for a **BOLD FUTURE**, the organization's CEO told the 31st General Convention delegates Thursday morning.

FCA International CEO Tony Darkangelo praised the work of the IUPAT General Executive Board, especially General President Kenneth Rigmaiden's leadership.

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Tony Darkangelo
Finishing Contractors Association
International CEO

Strong focus on training can elevate membership

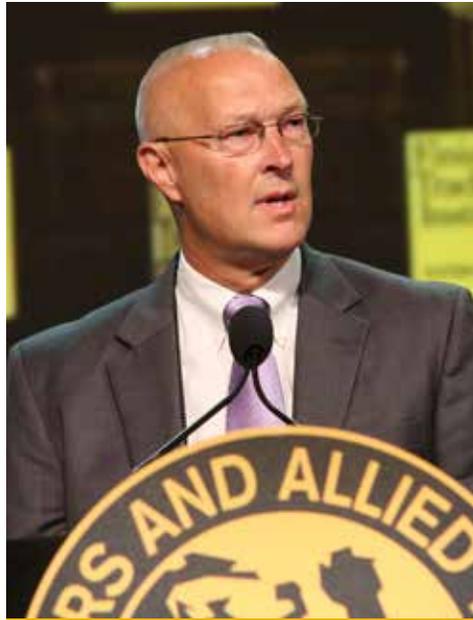
Training is about increasing membership.

Building off a video presentation, General President Kenneth Rigmaiden explained this concept to delegates at the IUPAT 31st General Convention and how recent and future emphasis on training with the Finishing Trades Institute (FTI) will help lead the union to its **BOLD FUTURE**.

“By elevating the training we provide, we elevate our membership,” General President Rigmaiden said. “We use our training programs and our training centers to attract potential members and potential apprentices. We attract contractors looking for an edge to our training centers.”

A focus on training can also lead to increased market share.

“If we have the training and can provide the skilled workforce that the oil and natural gas industry needs to be able to complete their \$80 billion worth of work that they have on the books, we can re-enter a market we haven’t been a part of in 20 years,” General President Rigmaiden said. “If we can capitalize on the partnership with NACE and provide a service that no one else can, we can maintain our dominance in markets we control.”



Dan Penski
FTI Administrator

But the IUPAT’s focus on training must go beyond industrial painters, General President Rigmaiden said. Better curriculum can help bring in some of the thousands of glaziers that will be needed in the coming decade, and similar steps are needed to train future tapers and floor layers.

“If we do not train the emerging workforce, then someone else will,” he said. “We will be there to help you step up to the plate, but you have to be prepared, willing and able to swing when the pitch comes.”

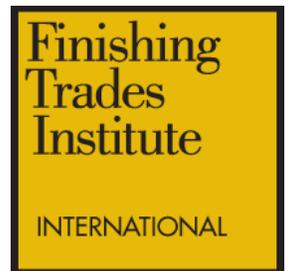
FTI Director Dan Penske expounded on the points General President Rigmaiden made to delegates, while also summarizing the training work done in the past five years.

That included having all training standards revised and then approved by the U.S. Department of Labor.

“You need to treat your training programs like a business and those need a business plan,” Director Penske explained. “You need to put together a strategic plan and establish short- and long-term business goals.

“We need to stay ahead of the competition,” he continued. “We can’t let our guard down or we’ll be attacked.

We are in a fight for our livelihood. We need to be better trained to outperform the competition.”



FCA Continued

“We are fully in support of your plan for a **BOLD FUTURE**,” CEO Darkangelo said. “We are on board and stand ready to help in any way we can.”

He went on to encourage the delegates to “talk with actions and not just words” as the groups consider new ways to work together. The cooperation could take on new forms, he said, suggesting the possibility of collective organizing efforts between FCA International members and IUPAT District Councils.

Speaking on behalf of other leaders and FCA International Board members, Darkangelo said, “We are ready to serve as your partner in walking down this street of opportunity.”

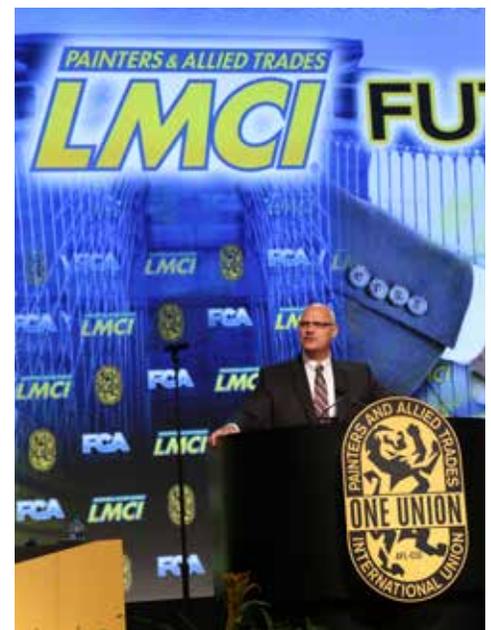
LMCI Continued

He began with the LMCI’s new mission statement and the importance of its three fundamental components: Communication, Trust and Respect.

“Labor Management must work together,” Administrator Renne said. “If we’re not, then we’re not growing together.”

And he returned to the message of collaboration to conclude his remarks.

“This is what it’s all about,” Administrator Renne said. “Coming together for the greater good. The future of the Finishing Trades Industry demands it.”





General President's Achievement Award – LMCI
 Congratulations to the members of District Council 30 winners of the General President's Achievement Award - LMCI



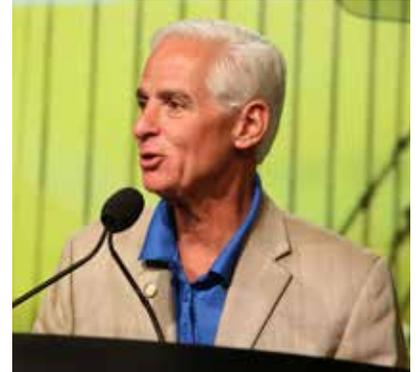
General President's Achievement Award – FTI
 Congratulations to the members of District Council 21 winners of the General President's Achievement Award - FTI



General President's Achievement Award – Pension
 Congratulations to the members of District Council 4 winners of the General President's Achievement Award - Pension

Florida's Democratic candidate for governor makes campaign stop

Florida's Democratic gubernatorial candidate made a brief campaign stop Thursday morning to speak to IUPAT delegates at the 31st General Convention.



Charlie Crist
 Florida Gubernatorial Candidate

While only a small portion of the crowd would be able to vote in Florida's November election, Former Governor Charlie Crist (2001-2011) asked everyone in the crowd to reach out to any friends or family that do live in the Sunshine State and are able to vote.

"Everybody has a Florida connection," Crist said.

Crist was critical of his opponent, current Governor Rick Scott, especially his spending cuts on education.

"The current governor has turned his back on the middle class," Crist said. "He's a corporate guy."

While his brief remarks Thursday morning did not cover his entire platform, Crist's plan does include investing in the state's infrastructure to modernize roads and ports and to repair bridges.

Day 4 Resolutions

Here are the results of the resolutions presented by assorted committees on the fourth day of the IUPAT 31st General Convention. A page number is provided where you can find the full resolution on your Kindle tablet.

Resolution No. RC-9
 (Page 94 of Kindle)
 Jurisdictional Resolution
 ✓ **PASSED**

Resolution No. RC-3
 (Page 88 of Kindle)
 GP appoints committee to develop an International Trade Board
 ✓ **PASSED**

Resolution No. GEB 17
 (Page 34 of Kindle)
 Amend Section 224(c) of the Constitution
 ✓ **PASSED**

Resolution No. GEB 25
 (Page 46 of Kindle)
 Housekeeping - Amend multiple sections of the Constitution
 ✓ **PASSED**

Resolution No. GEB 26
 (Page 76 of Kindle)
 Authorization to collate
 ✓ **PASSED**

Resolution No. GEB 12
 (Page 16 of Kindle)
 Move Sections 124 - 190 of the Constitution and place in Sections 191 - 236
 ✓ **PASSED**

Committee Reports

The following committees submitted reports to the delegates of the 31st General Convention:

- **Resolutions Committee Report**
- **Laws and Constitution Committee Report**

31st General Convention concludes Work toward a **BOLD FUTURE** begins



With the same passion and enthusiasm he displayed at the opening of the IUPAT's 31st General Convention, General President Kenneth Rigmaiden closed out the final day's events with words of encouragement and optimism for the entire IUPAT family moving forward.

He stressed the importance for delegates leaving the convention to take ownership of the programs and policies set forth during the week to grow membership, market share and impact.

"I will not allow us to spin our wheels!" General President Rigmaiden declared. "Everything we are going to get, we are going to work like hell for. Every inch we move forward is going to be one that feels like we are walking up walls, but that hard work is worth it, Brothers and Sisters."

The hard work to meet the goal of adding 30,000

members in the next five years, growing market share and expanding the IUPAT's impact must be done together, he reminded the jubilant crowd.

"We are all a team," General President Rigmaiden said. "We must all work together: big locals and small locals, big councils and small councils, big regions and small regions, to meet our goals."

But the team needs everyone to join the action, the General President added.

"We cannot be spectators," he said. "And we cannot let our executive boards or district council delegates be spectators either. We must hold each other accountable because we can't be a team if we don't."

With the entire General Executive Board on their feet behind him, the General President ended his remarks and closed the convention with a series of

questions that built to a fevered crescendo.

"Who is willing to change our direction?"

"Who is willing to grab a picket sign or a handful of leaflets?"

"Who is willing to show up at a job action?"

"Who is ready to stand with me?"

"Who is ready to fight?"

"Who is ready to forge forward?"

"Who is ready for more impact?"

"Who is ready for more market share?"

"Who is ready for 30,000 new members?"

"Who is ready for a BOLD FUTURE?"

"Then reach out and take it, because it is our destiny; it is our future and we will be victorious!"

Pension fund recovering, on path to a **BOLD FUTURE**



Art Aivaliotis
Pension Co-Chair

The unpopular but necessary funding improvement plan enacted to save the IUPAT Pension Plan has made the entire union stronger and more ready to take on the rise

in the construction industry, General President Kenneth Rigmaiden said.

Reviewing the outside factors that originally crippled the pension plan and an overview of the current situation was part of the IUPAT's 31st

General Convention Day 4 agenda.

Pension Fund Co-Chair Art Aivaliotis told delegates the difficult and unpopular decisions were all focused on one goal: protect the viability of the fund.

"Every decision and action was aimed solely at preserving the fund," he said.

General President Rigmaiden described the plan as being in "yellow status", but thanks to the funding improvement plan it is on course to return to "green status."

And that positive direction will allow the IUPAT to incorporate the pension into organizing efforts.

"The Pension Fund, like all other funds and

departments, must be used as a tool to increase our membership and increase our market share," General President Rigmaiden said.

The IUPAT Industry Pension Fund is also involved with investment vehicles that spur real estate development built only by union labor, stimulating the nation's economy but also generating millions of union construction man hours.

At the start of 2013, the IUPAT Industry Pension Fund had assets of more than \$3 billion," General President Rigmaiden said.

"The board of trustees will continue its diligence in protecting the retirement security of each and every one of our active and retired members, and their beneficiaries," he said.