



UNITED ASSOCIATION
of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry
of the United States and Canada
LOCAL UNION No. 13

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January 6, 2022.

Dear brothers and sisters,

Happy New Year to you and yours.

Union Meetings:

✚ **Our next union meeting is scheduled for January 25, 2022, starting at 5pm. Social Distancing guidelines will be in place and a mask must be worn unless you are speaking. Thank you. If you so choose, you will be able to attend the January union meeting through zoom...**

✚ **Zoom link will be sent to all asap.**

✚ **There will be nominations for 1 Building Corp trustee at our January 25th union meeting.**

✚ **We will begin discussing \$1.50 raise allocation during our meeting on February 22nd. The \$1.50 raise begins Monday May 2nd.**

✚ **With Covid still an issue we will most likely vote by mail for the raise allocation. More details to come asap.**

Out of work and traveling:

✚ **We have 31 JM that are willing to go back to work.**

✚ **We have 15 members traveling.**

Work outlook:

✚ **Work will pick beginning in February and I am hopeful we will be back to full or close to full employment by the 1st of Spring...**

✚ **Our Contractors are having issues getting material where it is pushing out hire dates...**

Travel opportunities:

- ✚ **There are plenty of travel opportunities. Please call Jim if interested.**

Rochester Building Trades:

- ✚ **In discussion regarding the Lithium Battery plant being built at Eastman Business Park... \$133 million.**
- ✚ **Ongoing meetings w/the Construction Rep. from Turner Construction and the Reps from the U of R regarding a PLA for the upcoming new construction and renovations at the U of R.**
- ✚ **Meetings at STAMP regarding a new Hydrogen Plug Power Plant. \$233 million dollar plant. All bids so far have gone to union contractors.**
- ✚ **Sick pay – If your contract was negotiated before September 30, 2020, you do not have to have sick pay in your contract until you negotiate a new contract. This may change before the end of our negotiated contract. I will keep everyone posted as I get more updates from the Dept of Labor.**
- ✚ **We are beginning to meet w/newly elected Mayor Malik Evans and discussing Rochester City School mod. Ph.#4.**
- ✚ **Ongoing discussion w/H. Bronson regarding prevailing rate and apprenticeship language.**
- ✚ **Discussion on the Ag Science Building Rehabilitation at Alfred State \$33 million.**

UA meetings/NYS Int. Rep. John Murphy:

- ✚ **Survey was sent to UA Rep Tom Bigley and our Int Rep. John Murphy regarding lead pipe replacement throughout our jurisdiction.**
 - ✚ **Work outlook throughout NYS looks outstanding...**
 - ✚ **Unemployment #'s update from all the locals throughout NY and any deaths because of Covid-19.**
 - ✚ **NY State Gov. Hochul construction outlook...**
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Politics:

- Att. General Tricia James has dropped out of the race for NY State Gov.**
 - We are in the process of endorsing Gov. K. Hochul.**
 - Rochester's new Mayor Malik Evans was sworn on January 1, 2022.**
Looking forward to an outstanding relationship that all the Rochester Building Trades can build upon...
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Please review attached:

- 1. Covid – 19 paid sick leave info.**
 - 2. List of the UA Officers and Reps...**
 - 3. Toronto-based company to invest \$25 million...**
 - 4. Summary of changes to the UA Constitution By the 40th General Convention... (New UA Constitution books should be available early in February.)**
 - 5. The UA Constitution is available through the UANET.org (electronic version.)**
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Save the dates:

Family Picnic at Seabreeze – June 25, 2022.

Clambake – September 10, 2022. The clambake will be held at Long Acre Farms in Macedon.

We are in the process of looking at a tent to be set up at the Union Hall to hold our years of service pin ceremony in July of 2022. The JATC board will be looking at a possible date for the Apprentice graduation ceremony as well. We will keep you posted.

Retirees:

We have begun the process of remodeling the kitchen with lockable cabinets, garbage disposal, and a hot water system that works... The next step is to

present the plan to the Building Corp. Trustees for their approval. Stay safe, healthy, and warm. Thank you for your understanding.

There will not be a retiree's lunch scheduled for January or February.

Happy New Year to you and yours.

Quote for this week:

"The labor movement was the principal force that transformed misery and despair into hope and progress." Martin Luther King, Jr., 1965

Please call me if you have any questions and or concerns. Thank you...

Fraternally yours,

A handwritten signature in black ink, appearing to read 'William Kurtz', written over a yellow background.

William Kurtz

Business Manager

COVID-19 PAID SICK LEAVE



EMPLOYEES

Under legislation signed by Governor Cuomo, New York workers are guaranteed job protection and financial compensation while they are on a **mandatory or precautionary quarantine order** due to COVID-19.

YOU ARE ENTITLED TO THE FOLLOWING PROTECTIONS AND BENEFITS IF YOU ARE SUBJECT TO A MANDATORY OR PRECAUTIONARY QUARANTINE ORDER:

If you work for a business with **10 or fewer** employees and it had a **net income less than \$1 million** last year you are entitled to:

- Guaranteed job protection for the duration of the quarantine order.
- Paid Family Leave (PFL) and Disability Benefits (DB) through your employer's existing policy. You will receive your salary up to a maximum of \$2,884.62 per week for the duration of your mandatory or precautionary quarantine.

If you work for a business with **10 or fewer** employees and it had a **net income greater than \$1 million** last year you are entitled to:

- **At least 5 days of paid sick leave** and guaranteed job protection for the duration of the quarantine order.
- After these paid sick days, you are eligible for PFL and DB through your employer's existing policy. You will receive your salary up to a maximum of \$2,884.62 per week for the duration of your mandatory or precautionary quarantine.

If you work for a business with **11-99** employees you are entitled to:

- **At least 5 days of paid sick leave** and guaranteed job protection for the duration of the quarantine order.
- After these paid sick days, you are eligible for PFL and DB through your employer's existing policy. You will receive your salary up to a maximum of \$2,884.62 per week for the duration of your mandatory or precautionary quarantine.

If you work for a business with **100 or more** employees you are entitled to:

- Guaranteed job protection for the duration of the quarantine order.
- **At least 14 days of paid sick leave.**

If you work for a public employer (no matter the number employees) you are entitled to:

- **At least 14 days of paid sick leave.**

IMPORTANT NOTES:

- **If you are quarantined but are able to work from home you do not qualify for these benefits.**
- If your business is closed due to COVID-19, your employees may immediately apply for Unemployment Insurance.
- You may be eligible for additional leave under PFL and DB. Please call the hotline for more information.

QUESTIONS:

For more information go to ny.gov/COVIDpaysickleave

Novel Coronavirus (COVID-19) Paid Sick Leave Hotline: **844-337-6303**

OBTAINING AN ORDER

For Mandatory or Precautionary Quarantine Under Governor Cuomo's New COVID-19 Paid Sick Leave Law



The law provides guaranteed job protection and paid leave for New York employees who are unable to work while subject to a COVID-19 precautionary or mandatory order of quarantine.

WHAT EMPLOYEES NEED TO DO

To get an order of precautionary or mandatory order of quarantine or isolation due to COVID-19, you should contact your Local Health Department (LHD). You can search for your LHD on the New York State Department of Health website at health.ny.gov/contact/contact_information. LHDs should provide written orders in a timely manner.

If your LHD is unable to *immediately* provide you with an order:

1. Submit documentation from a licensed medical provider that has treated you, attesting (as described below under "DOCUMENTATION GUIDANCE") that you qualify for the order; AND
2. Follow up with your LHD to obtain the order and submit it to your insurance carrier as soon as it is available. LHDs must provide requested orders within 30 days.

DOCUMENTATION GUIDANCE

The documentation from your licensed medical provider must include:

- If you are subject to Mandatory Isolation, an attestation that you meet one or more of the following criteria:
 1. You have tested positive for COVID-19; OR
 2. Testing is currently unavailable to you, but you are symptomatic and have had contact with a known COVID-19 case.
- If you are subject to Mandatory Quarantine, an attestation that you meet one or more of the following criteria:
 1. You have been in close contact with someone who has tested positive for COVID-19 or is currently in mandatory isolation; OR
 2. You are symptomatic and have returned within the past 14 days from a country designated with a level 2, 3, or 4 advisory for COVID-19.
- If you are subject to a Precautionary Quarantine, an attestation that you meet one or more of the following criteria:
 1. You are asymptomatic and have returned within the past 14 days from a country designated with a level 2, 3 or 4 advisory for COVID-19; OR
 2. You have been determined to have had proximate exposure with someone who has tested positive for COVID-19.

VERIFICATION

Your Paid Family Leave carrier may contact you to verify the information you provide as part of your claim.

DENIALS OF CLAIMS

If you do not follow the steps described above, your carrier may deny your claim for Paid Family Leave.

For more information on the new legislation, visit ny.gov/COVIDpaysickleave.

WHAT EMPLOYERS NEED TO KNOW

If you send employees home on a precautionary quarantine, they are entitled to job protection, COVID-19 sick leave and/or paid benefits through your Paid Family Leave and disability benefits insurance provider for the duration of their quarantine, provided they follow the process noted above.

For additional information about COVID-19, please visit the New York State Department of Health's coronavirus website at coronavirus.health.ny.gov/home.



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Effective 1/1/2022

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Effective 1/1/2022

Toronto-based company to invest \$25 million in Rochester operations and create more than 100 jobs

WXXI News | By [Randy Gorbman](#)

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Provided Photo /

Rendering of the renovations to a building at 1964 Lake Ave. by Delta-X Global Corp.

A Canadian company has committed to establish its U.S. research and manufacturing headquarters in Rochester.

That's according to Governor Kathy Hochul, who announced on Tuesday that Delta-X Global Corp. which is headquartered in Toronto, will invest \$25 million in Rochester.

The investment involves the purchase and renovation of a building at 1964 Lake Avenue which has been home to AIM Photonics. The Lake Ave. building will be used for research and development. AIM Photonics still leases space in that building.

Delta-X will also have a manufacturing operation near the airport.

The company has committed to creating up to 102 jobs in the region and expects to be fully operational in Rochester by the first quarter of 2026.

Delta-X provides solutions for industrial and digital automation, printing, security and encryption platforms. It is involved in industries that include healthcare, telecommunications, payments, and E-Commerce.

Last month, Delta-X [CEO Derek Dlugosh-Ostap told WXXI News](#) that his company hopes to make the Lake Ave. building a collaborative space for startup companies, such as small to medium sized semiconductor manufacturers.

He also said that the company has already received significant interest from companies that are looking to establish operations in Rochester.

Empire State Development will provide up to \$3.5 million through the state's tax credit program in exchange for job creation commitments. Monroe County, the city of Rochester and Greater Rochester Enterprise are also assisting with the project.

Local News



Randy Gorbman

WXXI News

1A

**SUMMARY OF CHANGES TO THE UA CONSTITUTION
BY THE 40TH GENERAL CONVENTION**

ORGANIZING AND MARKET SHARE

Description of Change		Section of New Constitution
1.	Added requirement to file monthly manhour reports with General Office.	104
2.	Codified obligation of Building Trades Local Unions, Combination Local Unions, and District Councils that administer CBAs to make monthly contributions of \$0.10 per hour worked for organizing.	74(f)
3.	Added \$200 limit on initiation fees charged to organized members.	128(b)
4.	Codified General President's authority to establish and set rules for admission of organized persons as provisional journeyman members.	144(b), MP-1(b), MT-2(b)
5.	Added new section regarding support for contractor-members of the UA.	195
6.	Made various additions to the "50 Points of Jurisdiction" set out after the Rochester Decision in the back of the UA Constitution booklet.	n/a

HEALTH AND SAFETY

Description of Change		Section of New Constitution
7.	Replaced the reference to the UA focus on high standards on "safety" in Local Union training programs with a reference to "health and safety."	120(c)
8.	Added subsection authorizing GP, with approval of GEB, to adopt constitutional amendments in response to a governmental state of emergency.	214(b)

PER CAPITA TAX, DUES AND ASSESSMENTS

Description of Change		Section of New Constitution
9.	Removed references to old per capita tax rates and effective dates.	74 (various)
10.	Made 50-year retired members automatically exempt from UA and Local Union dues and assessments, and established reduced dues and per capita tax rates for 40-year retired members and their Local Unions.	74(d)-(e)
11.	Codified the longstanding "permanently retired" and "permanently disabled" exceptions from the minimum monthly dues requirement.	130(a)
12.	Added a 1.5 percent minimum working assessment requirement, other than for Metal Trades members who perform Metal Trades work.	130(b)
13.	Added language to "Travel Cards" section allowing home Local Unions to collect ½ of their working assessment from their members who travel.	220(f)

ADMISSION TO MEMBERSHIP

Description of Change		Section of New Constitution
14.	Eliminated references to a one-year probationary period for apprentices and clarified that apprentices are to be admitted to membership as soon as possible after their acceptance to the apprenticeship program.	145
15.	Reversed order of payment for dues-suspended members to return to good standing: reinstatement fee now must be paid before back dues.	157
16.	Added requirement that dues-expelled members pay 6 months' back dues as a condition of re-initiation.	158
17.	Codified UA guidelines on initiation of a former member into a different Local than the Local of which he or she was mostly recently a member.	167

LOCAL UNION ELECTIONS

Description of Change		Section of New Constitution
18.	Added provisions allowing members to self-nominate and accept nominations for Local Union office in writing, and allowing Locals to declare unopposed candidates elected and exclude them from the ballot.	121, 122(b)
19.	Added language restricting eligibility to nominate a candidate for Local Union office to members in good standing for 1 year prior to the election—the same rule that currently applies to eligibility to vote.	123(c), 124

INTERNAL GOVERNANCE OF UA AND ITS AFFILIATES

Description of Change		Section of New Constitution
20.	Added requirement that General President fill any vacancy in the offices of General Secretary-Treasurer or Assistant General President within 45 days.	44(b)
21.	Added provision recognizing the authority of the General President to inspect or audit the books of Local Union and other affiliates.	46(g)
22.	Added provisions making Local Union Business Managers automatic delegates to State and Provincial Associations, and requiring delegates to U.S. State Associations and District Councils other than the Business Manager to be selected according to certain legally required procedures.	87(b), 88(b)
23.	Added procedure for Locals to apply to GP for permission to establish offices of Business Agent that are elected by trade, craft, branch or region.	100(c)
24.	Added provision recognizing the exclusive authority of the Business Manager to call special meetings.	103
25.	Added minimum procedures for amending Local Union By-Laws.	139

MISCELLANEOUS HOUSEKEEPING

Description of Change		Section of New Constitution
26.	Updated provisions addressing obligation to contribute to the U.A. Local Union Officers and Employees Pension Plan.	41(b)
27.	Clarified the circumstances under which payments of an initiation fee may be declared forfeited.	129
28.	Clarified that members are permitted to work with the tools if authorized to do so by an applicable collective bargaining agreement.	193
29.	Clarified the deadline to appeal a Local Union disciplinary decision.	207(a)
30.	Made amendments by the 40 th Convention effective January 1, 2022.	219
31.	Updated references to the UA Constitution and Local Union By-Laws so that the word “Constitution” is used to refer to the UA Constitution and “By-Laws” is used to refer to governing documents of Local Unions.	Various
32.	Eliminated the interchangeable references to “Business Manager/Agent” along with obsolete references to “Assistant Business Agents.”	n/a
33.	Removed “Dues Stamps” section (Section 156 of 2016 Constitution) and all other references to dues stamps in the Constitution.	n/a
34.	Removed “Official Seal” section (Section 139 of 2016 Constitution) and all other references to seals, except Section 59(c) of 2016/2021 Constitution	n/a