

January 4, 2019

Mr. Phillip E. Stutzman
Senior Compliance Officer
Public Disclosure Commission
Direct Line: 360-664-8853
Email: phil.stutzman@pdc.wa.gov

Dear Mr. Stutzman,

The Torres Law Group represents UA Local 598, its PAC, and for purposes of this initial response the named employers in this matter. We submit this letter in response to the complaint filed by the Freedom Foundation with your office on November 19, 2018 alleging amongst other things, that the notice provided by the Plumbers and Steamfitters Local 598 PAC to employees for contributions via voluntary payroll deductions is inadequate, and that the annual notices were not being provided or were inadequate. Below, each issue is addressed separately.

Payroll Deductions for PAC Contributions are Voluntary

The payroll deductions for PAC contributions at issue were voluntary as required under RCW 42.17A.495. Employees are free to contribute to the PAC in any amount or to choose not to contribute at all. Many employees of the signatory contractors have in fact chosen not to make PAC contributions.

The number of union members employed by a particular contractor who is signatory to the Collective Bargaining Agreement (“CBA”) varies based on the work the “signatory contractor” has in a given month. For purposes of illustration, during the month of November 2018, 611 members worked for signatory contractors within UA Local 598’s jurisdiction and paid union dues via payroll deduction from paychecks issued by those employers. Of those 611 members, 99 chose not to voluntarily contribute to the PAC. While just over 83% support for the

PAC is an impressive level of support, this demonstrates that said support is plainly voluntary. The list of names and respective signatory contractors are found in *Exhibit A*. Examples of the paperwork filed by members who chose not to contribute, or after initially choosing to contribute rescinded their authorization is attached as *Exhibit B*. It is clear that the members' authorization of PAC contributions is voluntary as required by law.

The Notice Meets the Requirements of Washington Law

As illustrated above, it is well understood among UA Local 598 members that contributions to the PAC are voluntary. Nonetheless, the PAC recently adopted new language to make it clear that this was the case, and to provide other notices to members. This new form was intended to be put into place in December 2017. We have provided copies of emails and a PAC Agenda identifying this piece of business from that time. *Exhibit C*. Through a miscommunication with the vendor, the new form was not distributed until after the Freedom Foundation's request for records was received.

The current notice found in the work assessment check-off authorization form contains language that meets the requirements of statute and regulation. RCW 42.17A.495 and WAC 390-17-100. The relevant notice language reads: "I understand I have a right to refuse to so contribute without any reprisal. Furthermore, I recognize that the contribution guideline is just that, and that I may contribute any amount or not at all to the Political Action Committee." See *Exhibit D*. From this, an employee understands that there can be no negative consequences for choosing not to contribute to the PAC, satisfying the anti-discrimination text found in statute. The language in the notice meets the non-discriminatory requirement ("without any reprisal") and again emphasizes the voluntary nature of the contribution ("I may contribute any amount or not at all").

Furthermore, Respondents intend to be fully cooperative with the Commission, and should your office determine the functionally equivalent language in these notices is insufficient, we will work with your office to make any necessary revisions.

The PAC is Collecting Data on the Annual Notice Requirement from Employers and Aiding Compliance

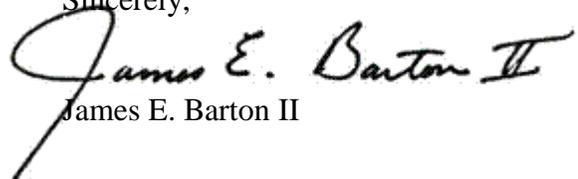
As of this writing, the PAC is still collecting data on the annual notice forms provided by contractors. For example, signatory contractor Doubl-Kold provides its employees with a copy of

the form attached as Exhibit *E*, every year. Another contractor, Jordan Mechanical Group, is an owner operator that has no employees. Several other contractors, however, have not been providing the annual notice and upon receipt of this complaint acknowledge that it is possible the notice may have been required—depending on how long a particular member worked for them. Although UA Local 598 does not have a complete picture of which employers have been using the forms and which have not, UA Local 598 will initiate a policy to issue this notice itself to all members every year. Thus, the Respondents can be assured that the requirements have been met. To this end, attached to this response is a draft annual notice that complies with RCW 42.17A.495. UA Local 598 and its PAC will remind the employers of the notice obligation and request they use this annual notice. *See Exhibit F.*

Conclusion

Given the above information about voluntariness, the initial and the annual notice, and the ongoing cooperation UA Local 598, its PAC, and its signatory contractors showing their commitment to Washington election law and regulation, and its compliance with your office, your office should find no cause for investigation and close this matter accordingly.

Sincerely,

A handwritten signature in black ink that reads "James E. Barton II". The signature is written in a cursive style with a large, looping initial "J".

James E. Barton II

Exhibit A

Members Who Paid Dues But Did Not Contribute to the PAC

| MEMBER NAME | EMPLOYER NAME |
|---------------------------|---------------------------|
| RYAN V MATHENY | APOLLO SHEET METAL |
| ROY V HUMBERT | APOLLO SHEET METAL |
| JOSHUA L DELEON | APOLLO SHEET METAL |
| JESUS GONZALEZ | APOLLO SHEET METAL |
| JAMES H JARRETT | APOLLO SHEET METAL |
| MARK A DELAROSA | APOLLO SHEET METAL |
| JACOB D DORTLAND | APOLLO SHEET METAL |
| STEVEN O CARVER | APOLLO SHEET METAL |
| RYAN L IHNEN | APOLLO SHEET METAL |
| BOBBIE J GATES | APOLLO SHEET METAL |
| JOSEPH P KERSHISNIK | APOLLO SHEET METAL |
| JUSTIN G CAVANAUGH | APOLLO SHEET METAL |
| CLAYTON D OSBORNE | APOLLO SHEET METAL |
| STEVEN BOSWELL | APOLLO SHEET METAL |
| MARK A DODSON | APOLLO SHEET METAL |
| TIMOTHY C MARTIN | APOLLO SHEET METAL |
| TYSON PHILLIPS | APOLLO SHEET METAL |
| ROBERT MONTGOMERY | APOLLO SHEET METAL |
| NEAL G ALLEN | APOLLO SHEET METAL |
| MARK S MCGUIRE | APOLLO SHEET METAL |
| MILJAN IGNJATIC | APOLLO SHEET METAL |
| JIMI L KINSEY | APOLLO SHEET METAL |
| JOEY A JORDAN | APOLLO SHEET METAL |
| RYAN M GREAGER | APOLLO SHEET METAL |
| PAUL T JEWELL | APOLLO SHEET METAL |
| JUAN L TORRES | APOLLO SHEET METAL |
| STEPHEN JAMES KELLEY | CENTRAL WASHINGTON REFRIG |
| CASEY J CHAMBERS | CENTRAL WASHINGTON REFRIG |
| JAMES D LEE | CENTRAL WASHINGTON REFRIG |
| ANDREW BURGE HUDSON | CENTRAL WASHINGTON REFRIG |
| SEAN C YANCEY | CFM/VR TESCO LLC |
| VINCENT C HETTICH | DOUBL-KOLD |
| BENJAMIN I SCHLEGEL | DOUBL-KOLD |
| TYLER L NEWMAN | DOUBL-KOLD |
| NICHOLAS A HANEY | DOUBL-KOLD |
| NATHAN P EFFLER | DOUBL-KOLD |
| WAYNE F GOHL JR | DOUBL-KOLD |
| DAVID J CATLOW | DOUBL-KOLD |
| BEN C STOLLER-BLACK | DOUBL-KOLD |
| RAYMOND C NILSEN | J H KELLY, LLC |
| EDUARDO JR. MARTINEZ | JAMAR COMPANY |
| JONATHON P SHUMAKE | JAMAR COMPANY |
| WILLIAM J DOLSON | JAMAR COMPANY |
| JOHN L SIMPSON | JAMAR COMPANY |
| KRISTOPHER ROBYN WILLIAMS | JAMAR COMPANY |
| DELBERT W REEVES | JAMAR COMPANY |
| ROSS L KNOEFLER | JAMAR COMPANY |
| JOHN D RODGERS | JAMAR COMPANY |
| TOMM C BRAMLETT | JAMAR COMPANY |
| DANA R WHEELER | JAMAR COMPANY |

| | |
|------------------------|---------------------------|
| RANDY LYNN COLEMAN | JAMAR COMPANY |
| STEPHAN A BIBE | JAMAR COMPANY |
| ANGEL J MARTINEZ | JAMAR COMPANY |
| MICHAEL E MCCARTHY | JAMAR COMPANY |
| KIRK D ELBERT | JAMAR COMPANY |
| JOHN W ROSS | JAMAR COMPANY |
| KEITH W FARMER | JAMAR COMPANY |
| DANIEL J THOMPSON | JAMAR COMPANY |
| JUSTIN J JONKER | JAMAR COMPANY |
| JOSE L FARIAS | JAMAR COMPANY |
| TREVOR MITCHELL HUNT | JAMAR COMPANY |
| CHARLES R FREDERICK | JAMAR COMPANY |
| MISSY EVERHART | JAMAR COMPANY |
| MICHAEL W LUHRS JR | JAMAR COMPANY |
| JUSTIN ROBERT MATHERLY | JAMAR COMPANY |
| DAVID H VONDRACEK | JAMAR COMPANY |
| LUKE C ELMORE | JAMAR COMPANY |
| TROY M DRAGSETH | JAMAR COMPANY |
| CLINT T COE | JAMAR COMPANY |
| AUSTIN K GAGNON | JAMAR COMPANY |
| DAVID W TEDESCO | JAMAR COMPANY |
| JAMES W ROGERS | JAMAR COMPANY |
| JON LECLAIRE | JOHNSON CONTROLS |
| DUANE K JURGENSON | MACKIN & LITTLE |
| NATHAN W HERMAN | MICHELS CORPORATION |
| JUSTIN D MIRUS | MICHELS CORPORATION |
| SAWYER WINBERG | MICHELS CORPORATION |
| SHANE R SLOVER | MICHELS CORPORATION |
| CHAD R WILLETT | MICHELS CORPORATION |
| DONNY R WINBERG | MICHELS CORPORATION |
| TYLER K RYSER | MICHELS CORPORATION |
| JAMES A MORITZ | NW INDUSTRIAL MECH INC |
| DARRELL PLUMLEE | PLUMLEE MECHANICAL |
| RICHARD S WALL | ROCHE FRUIT CO INC |
| ARTHUR F TAYLOR | SNELSON COMPANIES INC |
| JARED L NOLAN | SNO VALLEY PROCESS SOLUTI |
| JAMES WILEY | TRUETEMP N.W. INC. |
| GORDON E MEARS | TRUETEMP N.W. INC. |
| BERNARD HECKER | WA TREATMENT COMPLETION C |
| JOHN N ZELLER | WA TREATMENT COMPLETION C |
| TRAVIS L LAGUNAS | WA TREATMENT COMPLETION C |
| ANGELA P SAENZ | WA TREATMENT COMPLETION C |
| JOHN A DIXSON | WA TREATMENT COMPLETION C |
| MICHAEL H SZUBA | WA TREATMENT COMPLETION C |
| JOAQUIN MENDEZ | WA TREATMENT COMPLETION C |
| ROBERT SHILLING | WA TREATMENT COMPLETION C |
| JAMES M GERHARD | WA TREATMENT COMPLETION C |
| JASON M LEE | WASHINGTON STATE ASSOCIAT |
| ADRIAN MENDEZ | WILLIAMS PLANT SERVICES |

Exhibit B

PAC DEDUCTION WITHDRAWAL NOTIFICATION

I, Joseph Mears effective
(date) 12/28/2018, elect to no longer authorize the PAC
deduction from my pay while I am employed with
True Temp NW, Inc.

Date: 12/28/2018
Signature: 
Printed Name: Joseph Mears
Card No.: 2129235

.....
Local 598
.....

Received on: 12-31-18 - CJmer
Forwarded to: Reina.H@truetempnw.com
Date Forwarded: 12-31-18 @ 8:25 am

Local Union 598
1328 N Road 28
Pasco, WA 99301

November 2, 2018

Effectively immediately, I, Wade Dirk, opt out of paying PAC Dues.



Wade Dirk

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446

Fax : (509) 547-2139

Contractor : **J H Kelly**
Site Name : Project Trident - Lamb Weston
Site Address : 78153 Westland Road
Hermiston, OR 97838

Report Date : 03/05/18
Report Time : 07:00 AM

Job Steward : Gary Clouse
Assigned To : **Dirk, Wade E**
Comments : 17-1-0022
\$100.00 A DAY TRAVEL, UNKNOWN,

Pay Rate : \$49.24
Job Desc : Pipefitter
Job Type : List Call
Hiring List : Book A - Fitter

Site Notes:

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25%, and ~~PAC at 0.7%~~ of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner, and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

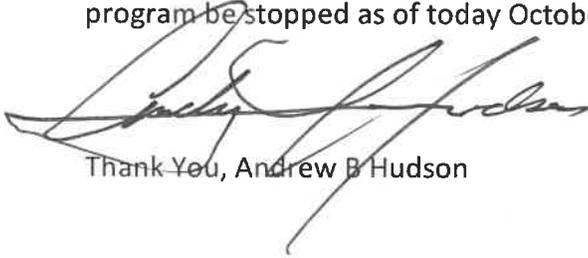
Date : 11-2-18

Signature : *Wade E. Dirk*

Member Copy

To Whom it may concern,

It is my understanding that the Political Action Program is volunteer and is funded by members who wish to support it. This being true and correct, I do not wish to support it. Therefore, I Andrew B Hudson am requesting that the deductions from my paycheck for the political action program be stopped as of today October 11, 2016.

A handwritten signature in black ink, appearing to read "Andrew B Hudson", written in a cursive style.

Thank You, Andrew B Hudson

To Whom it may concern,

It is my understanding that the Political Action Program is volunteer and is funded by members who wish to support it. This being true and correct, I do not wish to support it. Therefore, I Casey Jay Chambers am requesting that the deductions from my paycheck for the political action program be stopped as of today October 11, 2016.

Thank You, Casey Jay Chambers

A handwritten signature in black ink, appearing to read 'Casey Jay Chambers', with a long horizontal flourish extending to the right.

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : Central Washington Refrigeration, LLC
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909
Job Steward : Jack Bottemiller
Assigned To : Chambers, Casey J
Comments : 13-1-0008
HVAC Service Apprentice

Report Date : 01/31/16
Report Time : 08:00 AM

Pay Rate : \$25.48
Job Desc : Pipefitter
Job Type :
Hiring List : Book A - Fitter Appr

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date : 11-3-16

Signature : 

Office Copy

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : Central Washington Refrigeration, LLC
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909
Job Steward : Jack Bottemiller
Assigned To : Chambers, Casey J
Comments : 13-1-0008
HVAC Service Apprentice

Report Date : 01/31/16
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Job Desc : Pipefitter
Job Type :
Hiring List : Book A - Fitter Appr

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date : 11-3-16

Signature : 

Member Copy

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : Central Washington Refrigeration, LLC
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909
Job Steward : Jack Bottemiller
Assigned To : Chambers, Casey J
Comments : 13-1-0008
HVAC Service Apprentice

Report Date : 01/31/16
Report Time : 08:00 AM

Pay Rate : \$25.48
Job Desc : Pipefitter
Job Type :
Hiring List : Book A - Fitter Appr

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date : 11-3-16

Signature : 

Employer Copy



RECEIVED AUG. 17 2016

To whom it may concern:

It is my understanding that the Political Action Program is volunteer and is funded by members who wish to support it. This being true and correct, I do not wish to support it. Therefore, I Everett T. Kelley am requesting that the deductions from my pay check for the political action program be stopped as of today August 9, 2016.

Thank you,



Everett T. Kelley

Blucobra@gmail.com

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : **Central Washington Refrigeration, LLC**
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909

Report Date : 01/31/11
Report Time : 08:00 AM

Job Steward :
Assigned To : **Kelley, Everett T**
Comments : 10-1-0144
Service Tech, CBBN: Troy Kelley, 5-8's



Pay Rate : \$44.00
Job Desc : Pipefitter
Job Type : List Call
Hiring List : Book A - Fitter

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

NO PAC AS OF 8/19/16

Date : 8/19/16

Signature : [Signature]

Office Copy

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : **Central Washington Refrigeration, LLC**
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909

Report Date : 01/31/11
Report Time : 08:00 AM

Job Steward :
Assigned To : **Kelley, Everett T**
Comments : 10-1-0144
Service Tech, CBBN: Troy Kelley, 5-8's



Pay Rate : \$44.00
Job Desc : Pipefitter
Job Type : List Call
Hiring List : Book A - Fitter

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date : _____

Signature : _____

Member Copy

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : **Central Washington Refrigeration, LLC**
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909

Report Date : 01/31/11
Report Time : 08:00 AM

Job Steward :
Assigned To : **Kelley, Everett T**
Comments : 10-1-0144
Service Tech, CBBN: Troy Kelley, 5-8's



Pay Rate : \$44.00
Job Desc : Pipefitter
Job Type : List Call
Hiring List : Book A - Fitter

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date : _____

Signature : _____

Employer Copy

To whom it may concern:

It is my understanding that the Political Action Program is volunteer and funded by members who wish to support it. This being true and correct, I do not wish to support it. Therefore, I Stephen J. Kelley am requesting that the deductions from my pay check for the political action program be stopped as of September 1, 2016.

Thank you,

Stephen J. Kelley



1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : **Central Washington Refrigeration, LLC**
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909

Report Date : 12/05/14
Report Time : 08:00 AM

Job Steward :
Assigned To : **Kelley, Stephen J**
Comments : 11-1-0069
5-8's



Pay Rate : \$32.60
Job Desc : Pipefitter
Job Type :
Hiring List : Book A - Fitter Appr

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

NO PAC AS OF

9-1-16

Date : 9-1-16

Signature : X

Office Copy

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : **Central Washington Refrigeration, LLC**
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909

Report Date : 12/05/14
Report Time : 08:00 AM

Job Steward :
Assigned To : **Kelley, Stephen J**
Comments : 11-1-0069
5-8's



Pay Rate : \$32.60
Job Desc : Pipefitter
Job Type :
Hiring List : Book A - Fitter Appr

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date : _____

Signature : _____

Member Copy

1328 Road 28
Pasco, WA 99301

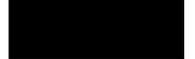
U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : **Central Washington Refrigeration, LLC**
Site Name : Main Shop
Site Address : 2725 S 16th Avenue
Yakima, WA 98909

Report Date : 12/05/14
Report Time : 08:00 AM

Job Steward :
Assigned To : **Kelley, Stephen J**
Comments : 11-1-0069
5-8's



Pay Rate : \$32.60
Job Desc : Pipefitter
Job Type :
Hiring List : Book A - Fitter Appr

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3%, IAP at 2.25% (excluding all Oregon Prevailing wage jobs (BOLI) and all Davis Bacon jobs) and PAC at 0.7% of my gross pay to Local Union 598. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date : _____

Signature : _____

Employer Copy

Exhibit C

Jim Barton

From: Dustin <dustin@integrated-software.net>
Sent: Thursday, December 14, 2017 2:42 PM
To: Alana Jones
Subject: RE: Dispatch referral - changes

Good afternoon, Alana.

I am adding the new language to the referral slips, however, I will most likely need the programming department to change the trifold configuration. I'll let you know as soon as they are ready.

Dustin | Account Manager
Integrated Software Applications, Inc.
1945 Dominion Wy Ste 110 | Colorado Springs, CO | 80918
p. 719.590.6271 x111 f. 719.590.6273 e. dustin@integrated-software.net

Please copy help@integrated-software.net for any issues that require immediate technical assistance.

From: Alana Jones [<mailto:alana@ua598.org>]
Sent: Tuesday, December 12, 2017 4:35 PM
To: 'help@integrated-software.net' <help@integrated-software.net>
Subject: Dispatch referral - changes

Please see a copy of the attached dispatch with verbiage changes to the Work Assessment Check-off Authorization.

This new language needs to be added to the dispatch form. We understand it will not fit on the tri-fold so if we could get two to a page with the third copy reflecting the office copy that would be great.

If you have any questions, please let me know.

Thank you,

Alana Jones
UA Local 598
(509) 545-1446
alana@ua598.org

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : Intermech
Site Name : Main Shop
Site Address : 654 Truman Avenue Queensgate exit
Richland, WA 99352
Job Steward : William Ziegler, Jr
Assigned To : ~~William Ziegler, Jr~~
Comments : 14-2-0052
WELD TEST 2" SCH 40 SS HELIARC
ID&SS DRUG TEST ON SITE

Report Date : 09/08/14
Report Time : 06:00 AM

Pay Rate : \$48.72
Job Desc : Welder
Job Type : List Call
Hiring List : Book A - Welder

Site Notes:

Work Assessment Check-Off Authorization

new language

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3% and IAP at 2.5% of my gross pay to Local Union 598. So that the common interests of Local 598 members to secure jobs, fair wages and safe working conditions can be heard by state and federal candidates for office. I voluntarily authorize and direct the above-named employer and any signatory to the Collective Bargaining Agreement for whom I work to deduct the suggested 0.70% (0.0070) as ratified by the Local 598 Membership, each week from my pay for transfer to the Local 598 Political Action Committee, where funds will be used for federal or state races as deemed necessary by PAC leadership. I understand that I have a right to refuse to so contribute without any reprisal. Furthermore, I recognize that the contribution guideline is just that, and that I may contribute any amount or not at all to the Political Action Committee - although only the suggested amount is supported by the paycheck deduction process. Contributing an alternative amount will require contacting the Local's staff. Furthermore, I understand that to comply with the Federal law, the PAC must use its best efforts to obtain, maintain, and submit the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. I understand that my contribution is not tax-deductible. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner, and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date : _____

Signature : _____

Employer Copy

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : Intermech
Site Name : Main Shop
Site Address : 654 Truman Avenue Queensgate exit
Richland, WA 99352
Job Steward : William Ziegler, Jr
Assigned To : ~~William Ziegler, Jr~~
Comments : 14-2-0052
WELD TEST 2" SCH 40 SS HELIARC
ID&SS DRUG TEST ON SITE

Report Date : 09/08/14
Report Time : 06:00 AM

Pay Rate : \$48.72
Job Desc : Welder
Job Type : List Call
Hiring List : Book A - Welder

Site Notes:

Work Assessment Check-Off Authorization

new language

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Date : _____

Signature : _____

Employer Copy

Member copy

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1446
Fax : (509) 547-2139

Contractor : **Intermech**
Site Name : Main Shop
Site Address : 654 Truman Avenue Queensgate exit
Richland, WA 99352
Job Steward : William Ziegler, Jr
Assigned To : ~~Marco~~
Comments : 14-2-0052
WELD TEST 2" SCH 40 SS HELIARC
ID&SS DRUG TEST ON SITE

Report Date : 09/08/14
Report Time : 06:00 AM

Pay Rate : \$48.72
Job Desc : Welder
Job Type : List Call
Hiring List : Book A - Welder

Site Notes:

Work Assessment Check-Off Authorization

new language

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Date : _____

Signature : _____

~~Employee Copy~~
Office copy



United Association of Plumbers & Steamfitters
Local Union 598
Political Action Committee

Regular Meeting Agenda
Thursday, January 4th, 2018

Call to Order @ 6:30pm by Chairman Nickolas A. Bumpaous
Roll Call:

Officers:

Members at Large:

Reading and Approval of Previous Meeting Minutes:

Treasurer's Report:

Special Order of Business:

2017 Year End Financial Review

2018 Proposed Budget Review

Program:

Vice-Chair's Report:

Chairman's Report:

2018 Upcoming Election

2018 Legislative Session

NABTU Legislative Conference

Delegates to WA Leg Days: Wilkes & Schock/ Information update.

PAC Disclosure Form Update

Unfinished Business:

New Business:

Approve NABTU Leg Conference

Good of the Order:

Adjournment:

Jim Barton

From: Dustin <dustin@integrated-software.net>
Sent: Tuesday, March 6, 2018 3:00 PM
To: Alana Jones
Subject: RE: Dispatch form/work referral

Good afternoon, Alana.

I've just been waiting on the order of the CopyName field to be changed from 1) Office Copy 2) Member Copy 3) Employer Copy -to- 1) Member Copy 2) Employer Copy 3) Office Copy... that way the Office copy is on the 2nd page. I just followed up and will update you asap.

Thank you,
Dustin | Account Manager
Integrated Software Applications, Inc.
1945 Dominion Wy Ste 110 | Colorado Springs, CO | 80918
p. 719.590.6271 x111 f. 719.590.6273 e. dustin@integrated-software.net

Please copy help@integrated-software.net for any issues that require immediate technical assistance.

From: Alana Jones [<mailto:alana@ua598.org>]
Sent: Thursday, March 01, 2018 10:22 AM
To: Dustin <dustin@integrated-software.net>
Subject: Dispatch form/work referral

Dustin,

I am just checking in on the dispatch form we were working on earlier.

Could you give me an update when you have a chance.

Thank for your help.

Alana Jones
UA Local 598
(509) 545-1446 x226
alana@ua598.org

Exhibit D

1328 Road 28
Pasco, WA 99301

U.A. LOCAL 598 DISPATCH FORM

Phone : (509) 545-1448
Fax : (509) 547-2139

Contractor : **Apollo Mechanical Contractors**
Site Name : M-Division
Site Address : 2110 E Ainsworth
Pasco, WA 99301
Job Steward : Ty Stowers
Assigned To : **Shutt, Michael** XXXXXXXXXX
Comments : 18-1-0120
DRUG TEST @ TRI-CITIES MOBILE, 5-8'S, DURATION UNKNOWN

Report Date : 10/22/18
Report Time : 07:0000 AM

Pay Rate : \$50.47 -
Job Desc : Pipefitter
Job Type : List Call
Hiring List : Book A - Fitter

Site Notes:

Work Assessment Check-Off Authorization

I authorize the Employer to withhold and to pay working dues on my behalf at the current rate of 3% and IAP at 2.5% of my gross pay to Local Union 598. So that the common interests of Local 598 members to secure jobs, fair wages, and safe working conditions can be heard by state and federal candidates for office. I voluntarily authorize and direct the above-named employer and any signatory to the Collective Bargaining Agreement for whom I work to deduct the suggested 0.70% (0.0070) as ratified by the Local 598 Membership, each week from my pay for transfer to the Local 598 Political Action Committee, where funds will be used for federal or state races as deemed necessary by PAC leadership. I understand that I have a right to refuse to so contribute without any reprisal. Furthermore, I recognize that the contribution guideline is just that, and that I may contribute any amount or not at all to the Political Action Committee - although only the suggested amount is supported by the paycheck deduction process. Contributing an alternative amount will require contacting the Local's staff. Furthermore, I understand that to comply with the Federal law, the PAC must use its best efforts to obtain, maintain, and submit the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. I understand that my contribution is not tax-deductible. This authorization shall be valid for the period of one year or the balance of the term of the current agreement, whichever is sooner, and shall automatically renew itself for successive one-year periods. This authorization is subject to cancellation by written notice to the Employer and Local 598 given within the 60-day period preceding an automatic renewal date.

Date :

10/19/18

Signature :



Office Copy

Exhibit E

ANNUAL AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

At least annually you have the right to determine if you want to have a pre-determined percentage withheld from your weekly paycheck to help fund the Local 598's PAC fund.

The State of Washington has a WAC 390-17-110 that addresses withholding provisions as they relate to PAC funds. Below is a portion of that WAC.

- 1) (a) By June 30, 2003, and at least annually by June 30 thereafter, employees from whom funds are being withheld for contributions to a candidate or political committee under RCW 42.17A.495 shall be notified, in writing, of the nondiscriminatory provisions of RCW 42.17A.495(2). Employee notification shall include the following language:

‘No employer or labor organization may discriminate against an officer or employee in the terms or conditions of employment for:

(i) The failure to contribute to;

(ii) The failure in any way to support or oppose; or

(iii) In any way supporting or opposing a candidate, ballot proposition, political party, or political committee.’

Everyone who has been dispatched by 598 to an employer has language on their dispatch that authorizes the employer to withhold certain percentages from their weekly paycheck as deductions, which are after tax dollars. These are not fringes. It is your right to determine which items are withheld and not withheld as a deduction. If you sign the dispatch slip without making any notation in the authorization area and initialing the notation the employer will withhold per the CBA and the signed dispatched.

In this same area is language that will allow an employee to opt out or in on an annual basis. If notice is not given the authorization automatically renews for another year.

Doubl-Kold has allowed this opt in or out at any time with a written request. Doubl-Kold believes this complies with the intent of the WAC and associated RCWs.

Below is the individual annual authorization for Doubl-Kold to either withhold funds for the 598 PAC, currently at .70% of your weekly gross pay, or to not withhold funds for the 598 PAC. While Doubl-Kold believes authorization has been given and language on dispatches covers the employee's right to opt in or out Doubl-Kold is clarifying the individual employed 598 member's intent as it pertains to Local 598's PAC fund.

I, _____ authorize Doubl-Kold to
Employee Name - Printed

_____ withhold 598 PAC funds from my weekly paycheck.

_____ **Not** withhold 598 PAC funds from my weekly paycheck.

Employee signature

Date

Exhibit F

ANNUAL AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

As required by the State of Washington administrative code, WAC 390-17-110, please be advised that neither UA Local 598, nor any signatory contractor, may or will discriminate against you in the terms or conditions of your employment for (1) failing to contribute to the PAC, (2) failing to support (or oppose) the PAC, or (3) in any way supporting or opposing a candidate, ballot measure, political party or political committee.

If you have voluntarily authorized PAC contributions, you may rescind that authorization at any time by contacting the PAC in writing of your desire. As you are aware, so that the common interests of Local 598 members to secure jobs, fair wages, and safe working conditions can be heard by state and federal candidates for office, you have the option to voluntarily authorize your employer to deduct 0.70% (0.0070) of your weekly gross pay to be contributed to the PAC.

I, _____ acknowledge that I have been notified of the rights described above.

Employee signature

Date

ANNUAL AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

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Employee signature

Date

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I, _____ acknowledge that I have been notified of the rights described above.

Employee signature

Date