

Employee Benefit News

RETIREES TO PAY MORE FOR MEDICAL COVERAGE

Effective April 1, 2006

For some time now, the Greater Pennsylvania Carpenters' Medical Plan has been operating in survival mode. We have gone through an extended period of benefit reductions and increased contributions. To quickly review some of the numbers, about a year ago when our actuary presented us with the projected budgets for 2005 through 2007, it was projected that we would lose \$2.9 million in 2005, \$8.1 million in 2006, and an additional \$15.6 million in 2007. Reserves had shrunk from about 28 months in 2000 to about 18 months at the end of 2004. The Board of Trustees and the Union had no choice but to make some tough decisions on how to balance the budget to keep the Plan viable for the future.

The Union did what it could with contract negotiations. Employer contribution rates, in general, were increased from 15% (\$3.67 per hour effective June 1, 2004) to 18%, 19% or 20% depending on the contract (equivalent of about \$4.49 per hour effective June 1, 2005). And the Plan increased the number of hours necessary for eligibility for active members from 500 hours in six months to 650 hours in six months. And this certainly had an impact on our active base. We sent out about 900 more ineligible statements than we normally do. On October 1, 2005, we terminated 950 members from coverage and added 126 members. Normally, our adds and deletes balance out to zero. It is a sad day when active members working at an honorable trade can not afford medical coverage. And we are starting to hear rumors that some trades are considering getting out of the medical coverage business altogether.

Allowing for all of this change, when our Actuary recently presented us with updated budget projections for 2006 and

2007, it was projected that we will still lose \$2.5 million in 2006 and \$6.3 million in 2007. While this is much better than it was (\$8.1 million in 2006 and \$15.6 million in 2007), we can not continue to run deficits.

And so, at the Board of Trustees meeting of October 19, 2005, the Board was again forced to make some very tough decisions. The decision was made that retirees, who are very heavily subsidized by the active group, would have to pay more to maintain their coverage. Many trades, by the way, have dealt with this problem by simply not providing coverage to members once they retire.

Our Organization has decided that we would only take that step as a last resort. Retirees should expect, however, as inflation continues to wreak havoc on our Plan, that a portion of that will be passed on to them by way of higher premiums.

As approved at the Board of Trustees meeting of October 19, 2005, please be advised of the following Plan amendments:

- Effective for the benefit period starting April 1, 2006, the monthly self-payment amount required from ALL early retirees (age 55 to age 65) will be \$500 per month for retiree only coverage

(Continued on Page Three)

Pension Fund to Take No Additional Benefit Actions at This Time

Mercer Human Resource Consulting presented the January 1, 2005 Actuarial Valuation to the Greater Pennsylvania Carpenters' Pension Fund Board of Trustees on July 20, 2005. The valuation is essentially a snapshot of the assets of the plan matched against the benefit commitments or the liabilities of the plan to determine the financial status of the plan. In this manner we can determine how well we are positioned to pay the benefits we have promised and whether we can increase benefits or if we must go in the other direction. No benefit changes are recommended this year. Although a long term deficit still exists, this could be alleviated through favorable future investment experience. Future benefit reductions may yet be necessary if experience is not favorable.

The first thing we look at in a valuation is the ability of the plan to meet the Internal Revenue Code funding requirements for the upcoming year. The minimum requirement is determined on a cumulative basis since ERISA became applicable. Contributions in any year that exceed the minimum create a "credit balance" which may be applied to meet minimum requirements in subsequent years. Our minimum requirement is zero for this year and has been zero for a long time since we have a credit balance. The current credit balance is \$31.2 million which has decreased from \$35.3 million in the prior year. The contribution needed to maintain the credit balance at this current level is \$25.9 million. Our expected contribution under the bargaining agreement is \$21 million thus the credit balance is expected to decrease slightly next year. And so the good news is that we still have a credit balance and the bad news is that it is smaller than it was last year.

The valuation projected out the minimum funding requirements over the next ten

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PENSION BOARD REDUCES PENALTY FOR RETIREES RETURNING TO WORK

The Greater Pennsylvania Carpenters' Pension Fund Agreement and Declaration of Trust provides that payment of your monthly pension benefit will be suspended if you continue or resume working in disqualifying employment after you begin to receive benefits. Under the terms of the Pension Plan, you must promptly notify the Fund Office if you become employed after you retire. Your failure to notify the Fund of your employment may result in the Fund assuming that your employment is disqualifying employment requiring a suspension of your pension benefit.

Until recently, when a retiree under age 65 returned to work, upon resumed retirement status, there was a three

month penalty period before the pension was reinstated. At the October 19, 2005 Board meeting, the Trustees retroactively amended the Plan such that the penalty period will be reduced to one month. Here is a complete review of the rules for suspension of benefits.

RETIREES UNDER AGE 65 cannot work in an industry which is subject to a collective bargaining agreement with the United Brotherhood of Carpenters and Joiners of America or for an employer which participates in the Fund. This means that if you return to work in any job, union or non-union, in the construction industry anywhere after you begin receiving pension benefits, your benefits must be suspended. Also, you cannot be

employed in any capacity by an employer with a signed agreement to contribute to the Fund. Upon resumed retirement status, there will be a one month penalty period before your pension is reinstated. For example, if you work in January, you will not be eligible for a pension check until March.

RETIREES AGE 65 AND OVER cannot work for 40 or more hours in any month in the construction industry in the same trade or craft in Western Pennsylvania or in any other geographic area from which you are receiving pension benefits pursuant to the terms of a reciprocal agreement. You should notify the Fund Office of all such work, even if it is less than 40 hours per month. If your employment is with an employer with an agreement to contribute to the Fund but it does not result in a suspension of benefits because it is less than 40 hours per month, there will be no adjustment to your monthly benefit because of the additional contributions received on your behalf. If your employment is 40 hours or more and thus results in a suspension of benefits, your benefit will be recalculated when you reapply using the additional contributions received on your behalf.

If your benefit is suspended because of disqualifying employment, upon termination of your employment, you should contact the Fund Office for a Re-application Form to be completed prior to the reinstatement of your monthly benefit.

Should you have any questions concerning working after retirement, we strongly encourage you to contact the Fund Office.

TRUSTEES

Greater Pennsylvania Carpenters' Annuity/Savings Fund

JOHN A. BROOKS
Chairman

RAYMOND W. VOGEL, JR.

JOHN P. GADOMSKI

JACK W. RAMAGE
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Greater Pennsylvania Carpenters' Pension Fund

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Greater Pennsylvania Carpenters' Medical Plan

JOHN A. BROOKS
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ROBERT J. GRASWICK

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SAMUEL SHILLING

ZANE R. SMIGAS

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JOHN MORRIS

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TERRY L. WALSH

Employee Benefit News

published by the

**CARPENTERS' COMBINED FUNDS
INCORPORATED**

JOHN A. BROOKS
President

JAMES R. KLEIN
Administrator

495 Mansfield Avenue — First Floor
Pittsburgh, PA 15205-4350

**PLEASE CALL US WITH ANY COMMENTS,
QUESTIONS OR SUGGESTIONS,**

Phone: 412-922-5330
Toll Free Number: 1-800-242-2539
www.carpenterscombinedfunds.org

RETIREES TO PAY MORE FOR MEDICAL COVERAGE

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and \$1,000 per month for retiree and spouse or dependent coverage. NOTE: If you have family coverage and are having your medical payment deducted from your pension check, this increased amount will be deducted from your pension check starting January 1, 2006. Because this increased amount was not deducted from your check in October, November and December 2005, you

will receive an invoice for the shortage in March 2006. Also note that, should your pension check not be large enough to make this larger withholding, we will cease your medical withholding on January 1, 2006.

- Effective for the benefit period starting April 1, 2006, the monthly self-payment amount required from ALL senior or disabled retirees will be based on the plan that the RETIRED

CARPENTER elects. If the retired carpenter elects the Medicare HMO/PPO Plan (currently Security Blue), the charge will be \$150 per month for retiree only coverage and \$300 per month for retiree and spouse or dependent coverage. If the retired carpenter does not elect the Medicare HMO/PPO Plan, the charge will be \$166 per month for retiree only coverage and \$332 per month for retiree and spouse or dependent coverage. NOTE: If you are having your medical payment deducted from your pension check, this increased amount will be deducted from your pension check starting January 1, 2006. Because this increased amount was not deducted from your check in October, November and December, 2005, you will receive an invoice for the shortage in March 2006. Also note that, should your pension check not be large enough to make this larger withholding, we will cease your medical withholding on January 1, 2006.

We sincerely hope that these amendments along with the higher contribution rates and additional hours of employment now required of active members will go a long way to stabilizing our Plan for the next few years.

MEDICAL ELIGIBILITY FOR ACTIVE MEMBERS

The next benefit period for the Medical Plan will start APRIL 1, 2006, and end SEPTEMBER 30, 2006.

In order to be eligible for this benefit period, an active member needs the following in employer contributions:

**\$2,918 for work performed during the period
JULY 1, 2005 through DECEMBER 31, 2005**

— or —

**\$5,836 for work performed during the period
JANUARY 1, 2005 through DECEMBER 31, 2005**

The eligibility level is based on 650 hours of employment at the majority journeyman's rate. Thus, a journeyman can earn full benefits by working approximately four (4) months in the six (6) month work period.

If employer contributions are not sufficient to earn eligibility, a member may be permitted to make self-payment to make up the shortage.

Should you have any questions on eligibility, please do not hesitate to call the Fund Office at 412-922-5330 or 1-800-242-2539.

CARING FOR OLDER LOVED ONES: WHEN IS IT TIME TO WORRY?

Are you concerned?

Do you worry about your dad's driving abilities?

Are you worried about your mother's safety while living alone?

Do you spend most of your weekend doing household tasks, finances and-medical insurance claims for your parents?

Your MAP has solutions!

If you are caring for an older family member, the MAP web-based MAP/Work/Life library has a wide range of resources that address the situations you face. Caregiving is stressful and time consuming. Lytle EAP Partners will help you with your caregiving concerns.

Log on to www.lytleeap.com

Click on "MAP Members & Families"

User Name: map

Password: carpenters

— or —

The MAP can also help with a wide variety of family concerns and can be reached at **1-888-MAP-6637**.

Warning!

The jurisdiction of the Greater Pennsylvania Regional Council of Carpenters is 60 counties in Pennsylvania and this *Newsletter* is mailed to all members in the jurisdiction. Hopefully there is information here that is interesting to all.

However, to all of our members from Central and Northeastern Pennsylvania, when reading this *Newsletter*, please keep in mind that the benefit plans we are talking about are the Greater Pennsylvania Plans and may NOT be the benefit plans with which you currently participate.

Annuity/Savings Fund Information

HERE IS A SUMMARY OF MARKET VALUE ASSETS AS OF SEPTEMBER 30, 2005

	Market Value	Percent of Total
Blackrock Core Bond.....	\$ 4,007,403.69	2.24%
American Fund Investment Company of America.....	4,162,443.16	2.33%
Blackrock Index Equity.....	1,995,744.89	1.12%
Carpenters Stable Value Fund.....	116,019,887.61	64.82%
American Century Strategic Alloc. Conservative.....	7,369,004.96	4.12%
American Century Strategic Alloc. Moderate.....	8,888,590.06	4.97%
American Century Strategic Alloc. Aggressive	21,248,130.56	11.87%
American Fund Growth Fund of America.....	4,288,862.98	2.40%
American Fund EuroPacific Growth Fund	3,977,086.95	2.22%
Fidelity Advisor Value Strategies Fund.....	3,116,974.08	1.74%
Fidelity Advisor Small Cap Fund	3,901,188.75	2.17%
TOTAL	\$178,975,317.69	100.00%

SELECTED TOTAL RETURN INFORMATION ON EACH FUND AS OF SEPTEMBER 30, 2005 IS LISTED BELOW

	Quarter Ending 9/30/05	1-Year Ending 9/30/05	5-Year Ending 9/30/05	10-Year Ending 9/30/05
Blackrock Core Bond.....	-.49%	2.54%	6.25%	6.17%
American Fund Investment Company of America.....	4.23%	12.38%	3.56%	11.13%
Blackrock Index Equity.....	3.52%	11.78%	-2.06%	8.84%
Carpenters Stable Value Fund — (not net of its annual investment management fee).....	1.11%	4.39%	N/A	N/A
American Century Strategic Alloc. Conservative	1.41%	6.15%	4.24%	N/A
American Century Strategic Alloc. Moderate	1.30%	7.55%	2.72%	N/A
American Century Strategic Alloc. Aggressive92%	7.96%	.85%	N/A
American Fund Growth Fund of America	6.93%	19.20%	.12%	12.76%
American Fund EuroPacific Growth Fund.....	12.25%	28.56%	4.68%	10.34%
Fidelity Advisor Value Strategies Fund...	1.95%	13.74%	7.55%	10.25%
Fidelity Advisor Small Cap Fund	7.30%	26.15%	4.04%	N/A

Additional information can be obtained by calling the Vested Interest Response Line at 1-800-374-4631 or by reviewing your Quarterly Statement when mailed to you by PNC Bank.

Pension Fund to Take No Additional Benefit Actions at This Time

(Continued from Page One)

years, assuming actual experience to be in line with the plan's assumptions. While the earlier discussion had indicated that contributions next year will easily exceed the minimum funding requirements, longer term funding problems may be encountered in the absence of future actuarial gains or benefit reductions. Before the changes made earlier this year, it was projected that we would have a deficiency as early as 2008. Now, it is projected that the existing credit balance and the current contributions will enable us to meet minimum funding requirements through 2012. At that point, a funding deficiency would occur. In effect, we have pushed back by five years that looming issue that was in front of us giving us more time to work out the underfunding.

When we look at the plan's ultimate funded status, liabilities and assets should be approximately in balance. Liabilities for this purpose reflect the current value of all future benefits to be paid to current members. Assets reflect the current market value of plan assets plus the present value of future contributions. Plan liabilities exceed plan assets by \$80.5 million at this time. As our total liabilities are \$842.1 million, assets at market value cover 90.4% of total future benefits. Last year, plan liabilities exceeded plan assets by \$123.9 million. This shortfall must be eliminated with future investment income and/or further reductions in future benefits. In summary, our ultimate funded status has improved a lot but we are still not to the point where we can say we are out of the woods on a long term basis.

In conclusion, the benefit reductions enacted last year, in conjunction with a positive investment year, have substantially improved the financial position of the plan. A nearly \$124 million long term deficit has been trimmed to approximately \$80 million. The time at which the plan is projected to no longer meet minimum funding standards has also been delayed by five years due to these factors, allowing that much more time to resolve the funding shortfall without any additional benefit actions. It goes without saying, we look forward to the time when benefit reductions can be restored and benefit enhancements can again be considered.

WELCOME TO RETIREMENT

LOCAL UNION No. 81

Terry L. English
Robert E. Miller
Victor E. Rogers
Adelbert L. Sturdevant
Marshall G. Weston

LOCAL UNION No. 84

Donald G. Brady
John A. Hixson

LOCAL UNION No. 142

Mark D. Calabrese
Lawrence Klima
Edwin R. Malacki
Mark B. Maynard
Duane E. Schlack, Jr.
James S. Tilka, Jr.

LOCAL UNION No. 165

William R. McClafferty
Gerard C. O'Leary
Arthur G. Rossi
Anthony V. Sacco
Terry G. Shetterly

LOCAL UNION No. 211

Herbert J. Meiser
John G. Panchalk
James B. Schiemer

LOCAL UNION No. 492/214

James S. Adams
Charles Beverly
Russ Geissler

LOCAL UNION No. 230

Boda G. Driskill
Thomas C. Hall
John E. Janitor
Kenneth G. Klemencic
Thomas R. Long
Richard M. Rick
Ivan M. Trimpey
Nicholas R. Vida

LOCAL UNION No. 268

Harold J. Beahm
Phillip K. Blauser
Paul J. Cummings
Harry L. Davison
Thomas A. Harkless
Walter J. Joseph
Randy Kuykendall
Alfred L. Longo, Jr.
Wilbur Shaffer

LOCAL UNION No. 333

Daniel R. Myers

LOCAL UNION No. 261/645

Frank Antoniaci
William F. Brown

LOCAL UNION No. 922

Robert J. Fath

LOCAL UNION No. 947

Joseph Mackins

LOCAL UNION No. 950

Harold L. Barner
Bruce D. Frost
Donald C. Wilson

LOCAL UNION No. 1160

John Armbruster
Louis A. Conti
Glenn L. McIntyre

LOCAL UNION No. 1233

David J. Roberts

LOCAL UNION No. 1419

Barry R. Craig
Richard G. Cunningham
Regis G. Lee
Joseph J. Pearson
William E. Pile

LOCAL UNION No. 1759

Patrick Cousley
John R. Koehnke
Ronald L. Payne
Richard H. Shoberg

LOCAL UNION No. 1936

Lee R. Spickler

LOCAL UNION No. 2235

David S. Goerman
Phillip D. Manko
David W. Medvitz
Roger G. Morgan
William D. O'Brien
Alexander J. Opiela, Jr.
Robert J. Rearick

LOCAL UNION No. 2274

Gary B. Bussard
Douglas J. Cunzolo
Thomas E. Fry
Rufus L. Jackson
Danny F. Johnston
John Kelly
Robert H. Kruel
Roy N. Schrecengost
Lloyd E. Struckoff

LOCAL UNION No. 2507

Alice Naugle
Barry E. Warren

LOCAL UNION No. 2590

Clair E. Barr
Michael Blauser, Sr.

Annuity/Savings Fund

Summary Annual Report

This is a summary of the annual report for the Greater Pennsylvania Carpenters' Annuity and Savings Fund (Employer Identification No. 25-6107170, Plan No. 001), for the period January 1, 2004 to December 31, 2004.

The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by a Trust (benefits are provided in whole from Trust Funds). Plan expenses were \$20,900,376. These expenses included \$650,879 in Asset Management Fees and Administrative Expenses and \$20,249,497 in benefits paid to participants and beneficiaries. A total of 12,089 persons were participants in or beneficiaries of the Plan at the end of the Plan Year.

The value of Plan assets, after subtracting liabilities of the plan, was \$168,565,019 as of December 31, 2004 compared to \$152,605,717 as of January 1, 2004. During the Plan Year the Plan experienced an increase in its net assets of \$15,959,302. This increase includes unrealized appreciation or depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The Plan had total income of \$32,452,846, including Employer contributions of \$22,765,062 and earnings from investments of \$9,687,784.

Minimum Funding Standards

Enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

PENSION FUND

Summary Annual Report

This is a summary of the annual report for the Greater Pennsylvania Carpenters' Pension Fund (Employer Identification No. 25-6135570, Plan No. 001), for the period January 1, 2004 to December 31, 2004.

The Annual Report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the Plan are provided by a Trust (benefits are provided in whole from Trust Funds). Plan expenses were \$48,978,445. These expenses included \$3,102,830 in Asset Management Fees and Administrative Expenses and \$45,875,615 in benefits paid to participants and beneficiaries. A total of 12,148 persons were participants in or beneficiaries of the Plan at the end of the Plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the plan, was \$587,702,130 as of December 31, 2004 compared to \$557,992,004 as of January 1, 2004. During the plan year the plan experienced an increase in its net assets of \$29,710,126. This increase includes unrealized appreciation or depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The Plan had total income of \$67,478,160, including Employer contributions of \$21,710,693 and earnings from investments of \$45,767,467.

Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with the minimum funding standards of ERISA.

MEDICAL PLAN

Summary Annual Report

This is a summary of the annual report for the Greater Pennsylvania Carpenters' Medical Plan (Employer Identification No. 23-7007718, Plan No. 001), for the period January 1, 2004 to December 31, 2004.

The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

The value of Plan assets, after subtracting liabilities of the plan, was \$59,191,574 as of December 31, 2004 compared to \$57,408,584 as of January 1, 2004. During

the Plan year the plan experienced an increase in its net assets of \$1,782,990. This increase includes unrealized appreciation or depreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the Plan year, the Plan had total income of \$40,147,075. This income included Employer contributions of \$37,327,526 and earnings from investments of \$2,819,549. Plan expenses were \$38,364,085. These expenses included \$5,129,053 in administrative expenses and \$33,235,032 in benefits paid to participants and beneficiaries.

Your Rights To Additional Information On All Three Summary Annual Reports

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report
2. Assets held for investments
3. Transactions in excess of five percent (5%) of Plan assets
4. Insurance information including sales commissions paid by insurance carriers
5. Actuarial information regarding the funding of the Plan.

To obtain a copy of the annual report, or any part thereof, write or call the office of:

James R. Klein, Administrator
Carpenters' Combined Funds, Inc.
495 Mansfield Avenue
Pittsburgh, PA 15205-4350
412-922-5330

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of

the assets and liabilities of the Plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the Main Office of the Plan:

CARPENTERS' COMBINED FUNDS, INC.
495 Mansfield Avenue
Pittsburgh, PA 15205-4350

And at the U.S. Department of Labor in Washington, DC, or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

Public Disclosure Room — Room N5638
Pension and Welfare Benefits Administration
U.S. Department of Labor
200 Constitution Avenue N.W.
Washington, DC 20210

IN MEMORIAM

We pause in respectful silence to honor the memory of all our members or former members whose deaths have been reported to the Fund Office since our last newsletter.

LOCAL UNION No. 76

NORBERT P. CORAZZA
January 1, 2005

DANIEL J. GEORGE
June 1, 2005

JEROME T. KALINOSKI
March 7, 2005

ROBERT T. MORGAN
August 31, 2004

WILLIAM J. PERUN
June 29, 2005

LOCAL UNION No. 81

CHARLES M. REA
September 5, 2005

CHARLES M. VANTASSEL
March 26, 2005

LOCAL UNION No. 84

EDWARD A. BELUSCAK
August 10, 2005

GLENN W. HAINES
June 15, 2005

JEROME F. MOORE
April 21, 2005

WILLIAM H. SPENCER
September 26, 2005

RICHARD E. WHITING
April 24, 2005

LOCAL UNION No. 86

WILLIAM H. BIERNSTEIN
February 8, 2005

LOCAL UNION No. 142

STEVE J. ADAMSKI
May 17, 2005

GILBERT C. ALTER
July 27, 2003

JOHN L. BELTZ
August 20, 2005

RALPH E. BISHOP
February 19, 2005

MICHAEL J. BOBNAR
March 26, 2005

ARTHUR R. BRUNAZZI, JR.
March 29, 2005

RALPH J. DAVIS
August 17, 2005

CHRISTOPHER K. ECKERT
June 18, 2005

LYLE E. HALLBERG
July 13, 2005

MICHAEL KAPELUCK, JR.
April 7, 2005

DANIEL J. KEARNEY
October 20, 2005

WILLIAM T. KEIFNER
October 12, 2005

MARK G. KINGSTON
August 6, 2005

ANDREW A. LETO
May 6, 2005

PETE MANCULICH
July 15, 2005

WILLIAM V. MONTGOMERY
March 1, 2005

MARK R. PFEIL
January 31, 2005

WALTER A. PHILLIPS
April 1, 2005

JOSEPH RACHFAL
May 27, 2005

JOSEPH RUBIC
August 11, 2005

RICHARD SMITH
April 22, 2005

ANDREW SMONKO
September 19, 2005

JOSEPH A. VENNARE
June 1, 2005

STEVEN ZARICKI
July 19, 2005

LOCAL UNION No. 165

WILLIAM T. BARRON
July 19, 2005

EDWARD P. DAVIS
September 28, 2005

OTTO W. DIERCKS
July 16, 2005

FRANK B. MACIOCE
August 17, 2005

MARTIN MALLIK
May 5, 2005

JAMES J. O'HANLON
July 30, 2005

GEORGE SAXMAN
October 6, 2005

JOHN M. TAYLOR, SR.
August 25, 2005

JOSEPH VIORAL
February 18, 1999

RICHARD G. ZELLER
June 27, 2005

LOCAL UNION No. 211

ROBERT E. BROWN
July 3, 2005

BRUCE F. FARRELL
August 25, 2005

EDWIN F. FILSINGER
July 12, 2005

ROBERT E. HOLLENBERGER, JR.
February 14, 2005

RAYMOND A. MATTHEWS
March 15, 2005

OWEN C. PARRIS
June 29, 2005

LOCAL UNION No. 214

LEROY CURTIER
August 30, 2005

ROY M. DETTINGER
September 30, 2005

ELMER E. DIXON
July 21, 2005

S. S. FERREE
September 19, 2005

EDWIN HEFFLEFINGER
March 8, 2005

GEORGE F. HOCKENSMITH
February 19, 2004

WILLIAM E. HOLDERMAN
May 2, 2004

BEVERLY S. IRWIN
February 23, 2005

GEORGE E. KUPCHINSKY
April 14, 2005

WILLIAM J. MEALS
July 28, 2005

JOHN R. MORRISON
March 21, 2005

THEODORE NOWAK
February 14, 2005

GLENN W. SHAFFER
August 11, 2005

RICHARD E. SNYDER
September 30, 2005

GEORGE STREMBA
March 2, 2004

PAUL H. STULL
July 16, 2004

DENNIS A. TROUT
May 24, 2004

DIEGO J. VALES
April 11, 2005

LOCAL UNION No. 230

ROBERT B. ARENSBERG
March 1, 2005

PATRICK D. BARR
August 31, 2005

JOSEPH W. DILLA
July 31, 2005

WILLIAM M. HIRTZ
August 30, 2005

WILFRED B. KUSHTO, SR.
April 11, 2005

GERALD E. LITTLE
January 28, 2005

LESLIE N. PENIX
March 25, 2005

BURDETTE W. SMITH
May 1, 2005

EDWARD J. SZEWCZYK
April 30, 2005

WILLIAM N. ZORA
May 13, 2005

LOCAL UNION No. 268

WILBUR L. BOYD
August 15, 2005

RICHARD J. BROSS
March 1, 2005

PETER P. GARM
February 22, 2005

LIONEL S. GIDDINGS
February 6, 2005

SHAWN K. HEDGLIN
October 16, 2005

BRIAN C. JONES, SR.
February 22, 2005

CLARENCE R. KOLACEK
September 23, 2005

DENNIS W. LATCHAW
November 1, 2004

HENRY J. MARTTALA, SR.
February 12, 2005

CASSIUS W. MIZNER
February 4, 2005

JAMES L. OAKES
February 14, 2005

HAROLD V. ORR
May 28, 2005

HOWARD L. SCOTT
February 24, 2003

RUSSELL E. SONNTAG
March 16, 2005

IN MEMORIAM

LOCAL UNION No. 333

ROBERT W. FISCUS
July 9, 2005

WILLIAM E. FRANCE
October 7, 2005

WILLIAM KUHN
August 29, 2005

CHARLES PORTER
August 10, 2005

ANTHONY E. RESNICK
June 26, 2005

FRANCIS A. STEWART
February 8, 2005

LOCAL UNION No. 462

J. DONALD BUSH
August 7, 2005

LLOYD M. RUGH
March 2, 2005

JOHN T. SCHMUCKER
February 7, 2005

CHARLES F. STEWART
August 23, 2005

ANDREW P. URBAN
June 28, 2005

STEPHEN A. ZABKAR
January 28, 2005

LOCAL UNION No. 645

EDWIN BISHOP
August 31, 2005

JOSEPH A. CALABRO
June 5, 2004

CLARENCE B. DECKER
March 29, 2005

WILLIAM DEHABA
September 30, 2005

MICHAEL DUDA
February 14, 2005

ALBERT S. GRUVER
July 27, 2005

RICHARD W. HARDIMAN
February 3, 2005

JOHN HELFRICH
March 10, 2005

WILLIAM M. HOCH
June 1, 2004

RALPH L. JENKIN
July 29, 2005

MICHAEL LEVY
September 30, 2005

HARRY H. MALSCH
May 31, 2005

WILLIAM M. MATOS
August 3, 2005

GARY J. MONDULICK
July 9, 2005

STEPHEN M. ODELL
June 24, 2000

THOMAS J. PERFILIO
July 19, 2005

JOSEPH A. ROTELL
June 10, 2005

NICK D. SOLANO
February 28, 2005

ZACK SWINICK
March 28, 2005

LOCAL UNION No. 922

CLARENCE E. BLACK
February 5, 2005

JOHN W. CUPEC
June 11, 2005

ROBERT W. FRITZIUS, JR.
June 20, 2005

EUGENE W. GROSS
June 23, 2005

KENNETH R. HOCKENBERRY
August 2, 2005

LOUIS K. LIVINGSTON
June 18, 2005

JACK E. MCCARRELL
March 18, 2005

DONALD W. MCNORTON
July 5, 2003

PAUL E. MORTIMER
February 8, 2005

EDGAR J. RAMBO
October 9, 2005

ANTHONY SBARRO
April 7, 2005

ERNEST R. SNYDER
March 19, 2005

LOCAL UNION No. 947

GERALD J. HOEHN
June 28, 2005

MICHAEL J. PICCIRILLO
June 26, 2005

BYRON R. SIMAR
June 3, 2005

LOCAL UNION No. 950

WILLIAM I. BARTON
October 4, 2005

WILLIAM N. BEST
March 16, 2005

ROY S. BOYER
August 6, 2005

ROBERT W. COLEMAN
September 14, 2005

ANDREW HARSOMCHUCK
October 18, 2005

GLEN L. KARSTETTER
August 28, 2005

JOSEPH P. LIDWELL
September 5, 2005

JAMES T. PARRY
October 4, 2005

RICHARD P. SERVELLO
January 22, 2005

WILLIAM E. SHIVELY
July 5, 2005

HAROLD F. ULRICH
March 14, 2005

LOCAL UNION No. 1160

CHARLES H. BREI
April 11, 2005

EDWARD J. CHAMBERS
April 20, 2005

EDGAR FULMER
August 31, 2005

FLOYD B. HAYDEN, JR.
July 10, 2005

CHARLES REIS
May 8, 2005

JOHN R. ROHAL, JR.
March 14, 2005

LOCAL UNION No. 1233

RICHARD L. ANTOSZYK
February 9, 2005

DAVID A. CREEK
May 9, 2005

LOCAL UNION No. 1419

ALBERT L. BERKEBILE
September 14, 2005

WILLIAM H. JARVIS
September 6, 2005

LOCAL UNION No. 1759

ROBERT W. GRILL
March 2, 2005

TORY H. RANALLI
January 27, 2005

BENJAMIN F. STUBBS
September 17, 2004

LOCAL UNION No. 1936

CARL C. DAVIS
April 12, 2005

CLIFTON L. REEDER
April 12, 2005

LOCAL UNION No. 2235

CLARK W. ABERSOLD
May 8, 2005

JOHN R. CHERRY
March 12, 2005

ERNEST R. LANDIS
August 22, 2005

JOSEPH C. MUSCHAR
September 23, 2005

WALTER J. NOVAY
May 11, 2005

RAYMOND A. PHILLIPS
October 21, 2005

WILLIAM A. RODY
October 15, 2005

ANTHONY C. SCOPEL
April 2, 2005

WARREN V. WOLFF
February 18, 2005

WILLIAM R. WOOD
May 31, 2005

LOCAL UNION No. 2274

RUSSELL O. COBBS
July 22, 2005

MERLE D. CRAMER
August 31, 2005

BENJAMIN H. HEETER
April 27, 2005

WAYNE L. HOWARD
May 5, 2005

FRANK LEONHART, JR.
May 18, 2005

JUAN MANSUR
October 10, 2005

THOMAS MARKOWSKI
July 22, 2005

JAMES K. MILLER
April 6, 2005

JOHN R. REED
May 20, 2005

FRANCIS P. SCHNEIDER
October 17, 2005

VAUGHN E. STAINS
August 15, 2005

LOCAL UNION No. 2507

WILLIAM E. MELLOTT, JR.
March 18, 2005



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a Happy Holiday Season and
a Healthy and Prosperous New Year*

