



Pictured are newly organized members swearing in at a local union meeting at Local 525, Las Vegas, NV.

In 2017, when Jim Tucker was named the Director of Organizing and Recruitment, organizing and recruiting started to take center stage. As Brother Tucker and Special Representatives Joey Rohrer, Bill Hite Jr., Chris Inghram, and Jason Pope crisscrossed the country promoting and executing UA organizing blitzes, their enthusiasm and unrelenting drive infected everyone. General President Mark McManus' mission became crystal clear. We would grow this organization, and we have.

On January 1, 2019, the 5SPTs was created, and the 5SPTs Organizers hit the ground running. The 5SPTs Lead Organizer Mike Hill said, "The Organizing and Recruiting Department within the United Association, run by Director Jim Tucker and his team of Special Representatives, is the driving force behind the organizing successes we are witnessing in the UA and within the 5SPTs. With six of our eight Organizers with less than a year-and-a-half experience, having Special Representative Joey Rohrer, with 21 years of organizing experience, assigned to the 5SPTs has resulted in excellent training and around-the-clock support in the planning and execution of organizing initiatives. Having an established pipe trades organization within our jurisdiction makes it possible to deploy multiple Organizers expeditiously to any area where there is a need. We can conduct contractor and worker blitzes quickly, which facilitates educating large quantities of unrepresented workers and non-union contrac-

tors. The beauty of the pipe trades is the dissemination of information and the availability of Organizers for local unions that have counties that might not have been a focal point before. This added support can facilitate growth in areas where, over the years, things may have become stagnant."

For organizing to be a success, it takes the involvement of many different people, particularly when it is a newly established entity such as the 5SPTs. Brother Hill stated that their success would not have happened without the vital support and leadership from International Representatives Rick Allen and Darren Jones, local union Business Managers, Business Agents, Examination Boards, and all the local union Organizers who have worked seamlessly together.

Brother Hill said, "We established a swift and effective strategic plan that would tackle the immediate organizing priorities within each local union's jurisdiction. There was immediate transparency across the board, and we were afforded the freedom to navigate jurisdictional boundaries. These factors have been paramount to the success of the 5SPTs."

Not only has it been the involvement of the above mentioned, but local union training departments have also played an intricate role in the success of the 5SPTs. Brother Hill said that the collaboration between Organizers and local union training departments has helped in facilitating Organizers to bring in qualified workers and apprentices as direct entry candidates. He

