

Office of
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ONE AGENDA

7234 Parkway Drive
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INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO

Hand Delivered by Special Trustee Courtien

July 24, 2026

Mr. Bernie Snyder, BMST
2980 Southampton Road
Philadelphia, PA 19154

Mr. Mike Laughlin, Ass't B.M. New Jersey
2980 Southampton Road
Philadelphia, PA 19154

Mr. Mike Valco, Dir. of Servicing
2980 Southampton Road
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Mr. Kyle Mulderig, Vice Pres.
2980 Southampton Road
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Ms. Erin O'Brien-Hofmann,
Dir. Member Engagement
2980 Southampton Road
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Mr. Matthew Cortez, Ass't B.M. at Large
2980 Southampton Road
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Mr. Matthew Trzaska, Dir. of Organizing
2980 Southampton Road
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Mr. William Kresz, President
2980 Southampton Road
Philadelphia, PA 19154

Mr. Tim Crowther, Dir. of Political Action
2980 Southampton Road
Philadelphia, PA 19154

Dear Brothers, Sisters, and Siblings:

This is to advise that pursuant to Section 50(a) of the General Constitution, and with the approval of the General Executive Board, I have placed Painters and Allied Trades District Council 21 under trusteeship.

Trusteeship is necessary for the reasons set forth in the attached statement of grounds for imposition of trusteeship.

I am appointing IUPAT Special Assistant to the General President Brian Courtien as Special Trustee and have instructed him to take charge and control of District Council 21 effective immediately.

Upon the imposition of the trusteeship, the functions of all officers, business representatives, and employees of the District Council will terminate, and pass to the Special Trustee. You are expected to cooperate fully with the Special Trustee to the extent your cooperation is requested, and you may rest assured that the administration and operation of District Council 21 under this special trusteeship will at all times endeavor to serve and protect the best interests of the members and the legitimate objectives of the International Union, the District Council, and the Local Unions.

One Union. One Family. One Fight.

James A. Williams, Jr.
General President

Attachment

cc: GEB
James P. Faul, Attorney, HRJ Law
Steve Mazur, CPA, Novak Francella

GROUND'S FOR IMPOSITION OF SPECIAL TRUSTEESHIP
AND NOTICE OF CHARGES

On June 29, 2026, I directed Special Assistant to the General President, Brian Courtien, to take possession of District Council 21's books and records to conduct a full review of the District Council's operations. Instead of responding to membership's needs, and growing power in the jurisdiction, under the Business Manager's leadership the District Council has engaged in financial malpractice, a lack of transparency, and acted without accountability or democratic controls. Because of these decisions, the District Council's officers, and certain selected staff, receive compensation packages inconsistent with the District Council's Bylaws. Additionally, these actions are hidden from rank-and-file oversight, reporting, monitoring, and transparency.

Under the Business Manager's leadership, the District Council is failing to protect its jurisdiction, adequately organize, and appropriately manage the membership's hard-earned dues. Because of these reasons, and more, which are laid out below; pursuant to my authority under the International Constitution §50, and with the General Executive Board's approval, I conclude a Special Trustee appointment is necessary to conduct District Council 21's affairs and correct these significant financial and operational failings. The International expects more from District Council 21, and District Council 21's members deserve better.

CHARGES

I. Widespread Financial Malpractice Wasting Members' Dues

1. The Council manipulated its compensation structure beyond what the District Council's financial conditions dictate, and practically deprives its members of resources without explanation and in a manner that effectively compounds year over year by:

- (a) providing an inappropriate and unsustainable number of staff members with a base compensation in excess of 46, and as many as 60, hours of pay a week at or near the District Council's highest collectively bargained rate.
- (b) providing an inappropriate and unsustainable number of "lead" staff at a base compensation in excess of 46, and as many as 52, hours a week at or near the amounts the Bylaws designate (Journey person Bridge Painter package (Bylaws §7.02)) and in a manner that conflicts with reasonable fiscal management.
- (c) providing increases to its officers' and agents' compensation over and above the amounts the Bylaws designate (Journey person Bridge Painter package (By-laws §7.02)) and in a manner that conflicts with both the Constitution and Bylaws.
- (d) allocating increases to its officers' and agents' compensation contributions to fewer than all funds the International Constitution requires, namely neither the Business Manager-Secretary Treasurer nor Business Representative's salaries are contributed to either the Labor Management Cooperation Initiative or Finishing Trades Institute.

Individually and collectively these actions violate the Constitution §108, §124, §133, and §140.

2. The increase in payroll hours described in the paragraphs above coincide with a reduction in salaried staff at the District Council and shrinking membership.

(a) Initial estimates from the District Council's own financial records show ballooning compensation costs in excess of \$300,000.00 for elected staff in direct conflict with its Bylaws.

(b) Though arguably not inconsistent with the Bylaws' text, initial estimates from the District Council's own financial records show an imprudent compensation ballooning costs to an amount more than \$1,000,000.00 across the Council.

The Council employs fewer elected and appointed staff members than it did in 2023, but at a greater cost to its members. Set against the backdrop of approximately 1,200 fewer members in the last decade, the District Council's imprudence is self-evidently not in the members' best interests.

Individually and collectively these actions are contrary to officers' fiduciary duties, show poor stewardship of the members' resources, and violate the Council's Bylaws §7, and Constitution §50, §140.

3. There is insufficient detail in itemized staff expense receipts, thereby providing significant questions as to staff reimbursement's appropriateness.

These actions violate the Constitution §128.

II. A Lack of Democratic Safeguards Persists Throughout the Council

4. In compensating "lead" positions above what the Bylaws provide, the District Council acts beyond the authority its members established and contrary to its members' rightful democratic control. The District Council's structure is such that rank-and-file members are uncertain as to which staff members are elected, and which are appointed. This structure reduces democratic transparency.

Individually and collectively these actions violate the Constitution §2, §139, §151.

5. In determining compensation increases in an opaque manner contrary to its Bylaws, the Council obscures its officers' and agents' actual salaries from the rank-and-file membership. This is contrary to the democratic ideals and procedures our Constitution preserves for members.

Individually and collectively these actions violate the Constitution §2, §139, §151.

6. In determining compensation increases in an opaque manner contrary to its Bylaws, the District Council is attempting to create an exception to the Constitutional requirement that officer compensation requires members' approval, by changes to the Council's Bylaws through secret ballot.

These actions violate the Constitution §168.

7. The International intended District Council 21 to combine Pennsylvania, New Jersey, and Delaware to create efficiencies to best address members' needs and grow strength through increasing market share. However, the District Council has decreased services overall, and disproportionally affected New Jersey bargaining units and markets.

Individually and collectively these actions violate the Constitution §2, §50.

8. The ballooning lead and representative positions practically serve to diffuse the BMST's responsibilities, creating a lack of accountability among the District Council's staff, and between staff and the rank-and-file membership, as a whole. When each lead operates independently without reporting to the BMST, and without BMST's input, there is no accountability for vision, strategy, or execution for the Council's goals. The result is an unserved membership and a leadership structure where no one takes ownership to find solutions.

9. There is a general lack of engagement from executive staff, including the BMST, evidenced particularly, but not exclusively by:

- (a) failing to hold regular substantive staff meetings;
- (b) not holding regular constitutionally required financial meetings;
- (c) not substantively reporting the District Council's financial status to the members and delegates for review;
- (d) routinely waiving reading of prior meeting's minutes;
- (e) inconsistently reading correspondence from the International at the local membership and delegate meetings;
- (f) inconsistently sending membership meeting minutes and delegate meeting minutes to the International;
- (g) inconsistently reading and reporting District Council meeting minutes at local union meetings;
- (h) the BMST's regular absence from the office one or more days per week;
- (i) the BMST's failure to attend collective bargaining sessions, and failure to serve as principal negotiator with employers and employer associations for new and successor collective bargaining agreements;
- (j) the BMST's failure to fulfill the office's obligation to serve on external boards and engage in political and community activities that benefit the District Council and International Union's strength and standing;
- (k) the BMST failure to attend membership and union business meetings in New Jersey;
- (l) failing to hold a Constitutionally required general membership meeting consistent with the Constitution §126(d)'s requirements to discuss the status of all District Council programs, department goals, the successes or setbacks of the previous year, and the District Council's plan for the next year.

Individually and collectively these actions violate the Constitution §123, §126, §128, §139, §140, §146, §149, §167, §181, §194, §198.

III. A Trusteeship is Needed to Assure the Duties of a Bargaining Representative are Performed Appropriately

10. The District Council failed to competently perform multiple Constitutional duties essential to the functioning of a District Council and servicing of the membership. Specifically, Section 141(b) holds that "The Business Manager/Secretary-Treasurer shall be held responsible for results in organizing the jurisdiction of the District Council, for establishing working relations with employers, and for protecting the trade jurisdiction of the International Union of Painters and Allied Trades."

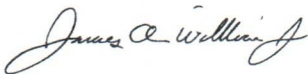
11. District Council 21 has failed to organize within its jurisdiction commensurate with the resources members have made available to it through District Council organizing funds and International assistance. The organizing department has no discernable targets, strategic plans, or campaigns while membership declines and trade jurisdictions are undefended.

Individually and collectively these actions violate the Constitution §2, §6, §111, §140, as well as Obligation Oath.

The International Union intended for District Council 21's to serve and grow the Union's strength and further the International's General Executive Board's policies and programs. Instead of correcting past financial and structural difficulties, District Council 21's actions, and inactions, have exacerbated them. Cumulatively, these failures evidence a general lack of attentiveness to members' welfare and concerns, and a failure to perform bargaining representative duties, which must be addressed.

Individually and collectively these actions violate the Constitution §122.

Respectfully submitted to my District Council 21 brothers, sisters, and siblings,



James A. Williams, Jr.
IUPAT General President

Dated: July 24, 2026