Bagatelas Architectural Glass Systems Inc.

Growing and venturing into new technologies such as photovoltaic Curtainwalls and panel systems among others. Read more about BAGS under Contractor Profile.

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As I write this final Article for 2011, I wish each of you and your families the best that life can bring this upcoming holiday season. It’s hard to believe that another year is coming to a close. It seems like just yesterday that we were preparing for and setting our goals for 2011. Now here we are already at the end of another year and wondering where the time went. I can tell you this year went by especially fast for us here at District Council 16 due to the massive undertaking we accomplished negotiating all of our Master Agreements along with dealing with all the other challenges we all faced trying to keep our members working within this dismal economy we are all suffering through. But that is the subject of my annual Article that kicks off the first issue of *The Pride* each year. So, I will recap this year’s accomplishments in the first issue of *The Pride* for 2012. Besides, I may have more to report because this year isn’t over yet.

As you read this Article the Trustees of the District Council 16 Northern California Health & Welfare Trust Fund are diligently working on and preparing for next year’s Health & Welfare budget challenges and considering benefit modifications. The Trustees have already adopted some important revisions to our Health & Welfare Plan for next year. Effective January 1, 2012, we are launching our new “Smart Choices” plan. This new plan has essentially the same benefits as our current Health & Welfare Plan with one major difference. Because, when our members make smart choices when it comes to their own health, all the members in the Health & Welfare Plan benefit over time, we are going to start rewarding those members who make smart medical care choices with healthy rewards. Healthy rewards will include lower costs and increased allowables.

Members who choose not to engage the Smart Choices Plan or choose not to make smart medical care consumption choices will have essentially the same benefits we currently have but will not receive healthy rewards. This Smart Choices Plan will extend to both our Self-Funded Plan participants as well as our Kaiser Plan participants. Please keep your eye out for the Smart Choices announcement in this issue of *The Pride* and in your mail box over the next several months for important and more detailed information regarding Smart Choices.

**“Effective January 1, 2012, we are launching our new Smart Choices plan.”**

While I am writing this Article, our Health & Welfare Fund Trustees are also engaged in a struggle with our health care provider, Kaiser. For over two years we have been meeting with Kaiser in an effort to understand the vast cost differences between our Self-Funded Plan versus our Kaiser Plan. As a result of these meetings, over two years ago Kaiser, in an unprecedented move, agreed to allow our...
Health & Welfare Fund to conduct a fee study that would allow us to compare health care costs between Kaiser and our Self-Funded Plan on an apples to apples basis. Kaiser agreed to provide the information necessary for us to conduct our fee study even though they had never agreed to provide such information or conduct such a fee study with any other health and welfare fund.

Since committing to provide us with the information in 2009, Kaiser initially failed to provide the information in a form that would allow us to conduct the mutually agreed to fee study prior to their January 1, 2010 annual renewal and fee increase. After this initial failure, Kaiser’s 2010 proposed renewal included a large fee increase and our Fund rejected the increase and requested that Kaiser provide us with a benefit plan that would match what we were currently paying at that time. I am sure that all of you that were in Kaiser remember the January 1, 2010 massive reduction in Kaiser benefits and massive increase in Kaiser co-pays. As a result many of our members left Kaiser and signed up for our Self Funded Plan. In reaction to this mass exodus from Kaiser to our Self Funded Plan, Kaiser offered to restore previous benefit levels with no increase in cost effective July 1, 2010. Our Trustees accepted Kaiser’s offer with the provision that Kaiser would meet their commitment to supply the necessary information in a form that would allow us to complete our mutually agreed to fee study prior to their 2011 annual renewal and fee increase or our Fund would not entertain any new renewals or fee increases until such time that Kaiser met their commitment.

Kaiser again failed to supply the information in a form that would allow us to perform our mutually agreed to fee study prior to their January 1, 2011 renewal. Even though Kaiser failed they still submitted an annual renewal along with a 17% fee increase. Our Health & Welfare Fund Trustees rejected Kaiser’s renewal and fee increase and Kaiser continued to provide benefits to our members at the previous established rates so far this year.

“Kaiser wants to ignore the deal they made with us and is now talking about an annual renewal and fee increase for January 1, 2012 in the neighborhood of 34%.”

To bring you up to date, Kaiser has still failed to produce the necessary information in a form that would allow us to conduct our mutually agreed to fee study. Kaiser is now throwing in the towel and stating that they cannot supply the information. In addition Kaiser wants to ignore the deal they made with us and is now talking about an annual renewal and fee increase for January 1, 2012 in the neighborhood of 34%. That’s approximately 17% for last year and 17% for this year all rolled up together. That would mean an increase in our hourly contribution rate of about $1.08 per hour for every participant. The Trustees have sent a very clear message to Kaiser that we will not accept a fee increase anywhere near that level. We have also let Kaiser know that it is our position that we have an agreement that until they meet their commitment to us and provide the information in a form that will allow us to conduct the mutually agreed to fee study, we will not entertain any renewal or fee increase. In the latest communication from Kaiser they are now taking a threatening posture with our Trustees and our Fund. I currently do not know how this matter will be resolved, but I wanted you to know what was going on and what challenges your Trustees are facing with regard to your health care coverage.

Over the next few months you will be receiving a lot of important information in the mail regarding our health and welfare benefits. Please keep an eye out for this important information and please take the time to read and understand it.

Fraternally Yours,

Doug Christopher
Business Manager/Secretary-Treasurer
District Council 16
We are working to provide you with comprehensive health care benefits, but it’s becoming harder and harder for us to afford our current programs.

On our current course, our health care costs may continue to increase around 10% per year. In 2011, the Trust Fund will pay an estimated $14,900 per participant for health benefits. In five years, that could increase to $24,000. In ten years, that could increase to $38,600.

Health care costs continue to rise for many reasons. For example, with the aging population in the United States, the demand for health care services continues to grow. This causes costs to go up. Also, we’ve seen a huge spike in obesity and the prevalence of chronic illnesses like diabetes and heart disease, which require ongoing treatment and lead to higher costs. In addition, the costs for the same procedures (e.g., an MRI or knee surgery) can vary greatly among network providers and hospitals, and it’s your Benefit Trust Fund that picks up most of the tab.

The bottom line is, your health and the choices you make every day can affect our costs. Your Benefit Trust Fund pays medical and prescription claims with your money—i.e., the contributions made by your employer for your health benefits. When claims costs go up, the contributions negotiated to provide your health benefits must go up, too. This can affect the dollars available for your wages and retirement, and it gives you a stake in helping us contain health care costs.

Your Benefit Trust Fund, working with your union and employer, is taking action on our rising health care costs. We need your help, too. We will focus on two areas. First, we want you to live the healthiest life possible. Second, we want you to make smart, informed choices when you use your benefits. Doing these things will keep money in your wallet, with no sacrifice to the quality of your care. It will also help your Benefit Trust Fund save money over time.

On January 1, 2012, we will introduce several changes that encourage you to use your benefits more efficiently:

1. You need to talk with a “Care Counselor” before you receive non-emergency services from anyone other than your primary doctor. (Primary doctors include family/general practice physicians, internists, pediatricians, and OB-GYNs.) Preauthorization will be required for many services.

2. We are implementing new maximum allowable charges for routine total hip replacement surgery, routine total knee replacement surgery, cataract surgery, colonoscopy, and arthroscopy.

3. We want you to use the lowest cost prescription drugs whenever appropriate.

Also, as we move into 2012, we may introduce several programs that will help you focus on improving your health and potentially reward you for doing it.

It will be very important for you to read all the information you receive about these changes. All communications will include the new “SMART CHOICES” logo shown to the right. When you see it, pay close attention to the material.

We are excited about setting these innovative changes into motion, and we look forward to reporting our progress to you in the coming months.

Sincerely,

District Council 16 Northern California Health and Welfare Trust Fund
The annual Sacramento Labor Day picnic is an event in which DC-16 Locals volunteer at every year. Above: Governor Jerry Brown comments, “You can’t unscrew eight years of Bush in a week or six months.” Above Right: Sacramento Mayor Kevin Johnson with Local Union 767 President Dennis Orozco.

Left: District Council 16 VAC members come out in support of Leland Yee who approached the Building Trades for their support and has a 100% voting record in support of labor and working families.
Member Spotlight

Dwight Needham

Dwight “Art” Needham is a Bridge Painter Foreman with over 20 years experience in the industry. He has worked on Bridge projects all across the Western United States including one in Hawaii. The I-5 Portland, The Golden Gate, The Bay Bridge and The Richmond/San Rafael are some of the other spans that Art has worked on over the years.

Art is currently the General Foreman out at the Foresthill Bridge project in Auburn employed by FD Thomas. He recently made the trip back to Hanover to the IUPAT Training Center where he was tested and achieved the certification as a “Coating Application Specialist” SSPC-CAS. Although Art has not been with us for long as a Local 487 member, he has already expressed interest in helping others to become certified Industrial Painters. This is remarkable because some with decades of membership are reluctant to share their knowledge or think the Organization owes them something.

Art is married with a 10 year old daughter and is a resident of Loomis. He enjoys fishing, hunting, riding motorcycles and coaching kid’s sports.

Dennis Orozco

Local 767 is proud to introduce Dennis Orozco for this quarter’s member spotlight. Dennis was born and raised in West Sacramento and that is where he still calls home. He has worked as a Glazier for 21 years and is currently employed by Bagatelos Architectural Glass Systems and is working on the Riverview project downtown.

Dennis has always stayed involved with Glaziers Local 767 by holding numerous positions on the executive board. He was Trustee then Financial Secretary and now President. Dennis was also the Volunteer Activist Committee Coordinator for the Local and attended many events like the American River Clean-up, The Breast Cancer Walk, and the annual Labor Day Picnic among others.

He is seen as one of the leaders of the Local and is a firm believer in High Performance/High Value.

Dennis has been happily married for 36 years to his lovely wife Corine. Together they enjoy riding on his Harley Davidson Motorcycle.

This section is dedicated to all Brothers and Sisters
Member Spotlight

Bill Cook

Bill Cook has been a member of Local 12 for many years. He started his apprenticeship at Carpet Dimensions in Concord, but after a few years went to Reno’s Floor Covering in San Rafael where he finished his apprenticeship. He has been there ever since. Bill is a leadman for Reno’s and maintains the floor coverings at the 12 Kaiser Hospitals throughout San Francisco. Bill has certifications in Armstrong, Nora Rubber, Seal Flex, and Ardex floor prep products.

Bill and his wife Kathy have 3 children: Kelly 15, Monica 13, and Gary 9. All the kids have been training in Karate for many years and all have a different degree of belt and achievement within their discipline.

His hobbies are working on his vintage cars and HD custom chopper. He spends time with his son Gary teaching him how to work on them. For their vacations the family loves to go camping or to Disneyland.

Bill wanted to say in this article just how much he enjoys working for Reno’s and what a great employer and crew they have at that shop. Thanks Bill for being a High Performance/High Value member.

Bob Crawford

Bob has been a member of the union as a Drywall Finisher for thirty one years starting out in Local 4 and transferring to Local 272 eighteen years ago. He has worked his way up from an apprentice to a journeyman with Aderholt Drywall before going to work for E.F. Brady Co. Inc. twenty years ago. He works as a foreman/superintendent for Brady Co. depending on the size of the project. Nowadays, even with the time constraints on most jobs Bob will take the time to teach apprentices how to do taping, whether it is with the hand or mechanical tools of the trade, thus helping the up and comers of our trades.

He has been married for twenty-six years to his wife Anna and has two children. His son Skylar plays minor league baseball in the Milwaukee Brewers establishment, and his daughter Andrea is in the restaurant business in San Francisco.

He is a big baseball and football fan, and loves to golf as well as taking vacations with his wife. In her words, “nothing beats a week in Lake Tahoe”.

who best exemplify “High Performance / High Value”
On September 10th, District Council 16’s STAR Program conducted its second annual awards event at the Alameda County Fairgrounds. There three hundred-plus members and their families enjoyed a festive day consisting of gifts for all, great food, children’s entertainment and of course, the amazing prize raffle. This year’s raffle featured prizes included five, Chevrolet trucks or cars, two wave runners, three ATV quads, two Harley Davidson motorcycles, thirty flat screen televisions, ten Sony home theater systems, twenty Apple I-pad 2’s, GPS devices and tons of cash prizes. All raffled off at a feverous pace. This annual event is hosted as a reward for participation in upgrade and skills training which is provided year round through our STAR Program. Contributing employer’s workers simply commit to sixteen hours of voluntary training in an effort to maintain our High Performance/High Value culture and in so doing can become eligible to enjoy this great day. All members are encouraged to take advantage of this opportunity. Current ongoing class schedules and information are available on our website and the 2012 event is already scheduled for September 8th of next year so get your classes and eligibility completed early. To view a list of this year’s winners or to check the program out, visit us @dc16star.org or call the programs office @ (510) 782-STAR. Tim Davis

Chevrolet Truck or Car Winners: Vernon Miller Jr. Charles Castro Mike Saiki Michael Gonsalves Greg Einoris
Wave Runners: Bobby Glover & Mike Clem
ATVs: Jose Luaulu, Victor Garnica & Russ Riley
The District Council 16 Organizing Department was able to recuperate 20 thousand dollars owed to former employees of Joseph Brothers Construction of San Leandro. The General Contractor was forced to make them whole due to stop notices we filed on their behalf. We have notices filed on other projects against Joseph Brothers.

Walter Cantrell Scholarship Winners (below Left to Right)

Vanessa Hanson- Pictured here also receiving the President’s award for volunteering over 900 hours!
Chandler Deming- with her Father Don Deming and DC-16 Business Representative Jeff Roberts
Andrew Schorken- with DC-16 Business Representative Joe Upchurch
Alexis Marchisheck- with her Father Anthony Nuanes and Business Representative Tony Tofani

Left: Local 767 Apprentices install glass for Electricians in Sacramento.

VAC: Breast Cancer Walk, Jobs Rally San Jose, School fundraiser.
The Antioch Bridge seismic upgrade project is one of many infrastructure projects which are providing thousands of hours for the members of District Council 16. Bridges, Hospitals, Airports, and Government Buildings are very common and many of these are funded by State or Federal dollars. This project includes the replacement of the bearings on which the roadway rests and the installation of cross braces to stabilize the concrete structure in the event of a major earthquake. Proud members of Painters Local 741 apply the finish coat of paint for California Engineering.
Fresno - Clovis Medical Center, CA Veterans home, Village Courtyard

Sacramento - Sutter Hospital, Riverview
San Francisco- 50 U.N. Plaza, S.F. PUC

Southbay-Moffet Towers-Moffett Hangar 1-Network Appliances
The new industrial Blast room is complete as well as the new spray booth. Both of them will be furnished with state of the art equipment. We will have one of the finest equipped facilities for our industrial Painters to train on, not only as apprentices but also in the form of future STAR classes and for our journeymen as well. Big Thanks to F.D. Thomas for supplying not only the material but also the labor for the floor coating in our new blast and paint rooms. Great Job!! We also were fortunate enough to have a personalized training session in green Faux products. Pictured here are the Painter apprentices receiving instruction in Faux painting. It was pretty exciting. A real treat to get such personalized service and what a great decorative product.  Chris Fallon  Painter Instructor

Right: Sacramento Glaziers in welding class.

Below Right: IUPAT has Industrial Paint Organizing class at our training facility.

Below: Director of Training Tim Davis gives orientation to Fresno Painter apprentices who will now be trained in San Leandro.
Contractor Profile- Bagatelos Architectural Glass Systems

While some companies are struggling just to stay open Nick Bagatelos and brother Chris had a vision of a Green Facility with all of the latest technology in testing and fabrication in one place. “We bought the 50,000 sq. ft. building and removed all the old windows and HVAC.” “We installed new insulation, HVAC, and operable windows, then ran a calculation to determine the amount of Solar to install to generate power for our entire shop.” “We’ve been Net Zero for 3 years and on sunny days the meter actually runs backwards.” BAGS is a leader in the innovation of Building Integrated Photovoltaic Glazing Systems. Nick spent time in Europe and returned with a desire to develop BIPV systems here. “My first priority is to make money on these systems, although it would be nice to use one craft to do the work.” BAGS is also developing its own new panel and unitized glazing systems. “We have 89 total Union employees”, said Superintendent Chris Lade. “We do all of our own welding, rigging and hoisting of our materials on the job, and will only use Glaziers for this work.”

Editors Note: This is the first time a member has contacted me and identified his employer as a leader in the industry who is growing and exploring new systems and technology. Thanks to Gary Leatherman

Left: 767 member Gary Leatherman is a proud Union member and a dedicated employee of Bagatelos Architectural Glass Systems

Above: BAGS has a mock-up testing lab at their facility. Seen here is the one built and tested for the Sutter Hospital Job.

Left: Automated equipment includes this panel routing machine.
On November 8, the California Supreme Court heard oral argument in a case which will have lasting effect on workers in California. In 2000, the California Legislature required that employers provide a meal period after employees have worked more than 5 hours on a day. The Industrial Welfare Commission issued similar orders requiring not only meal periods but also a 10 minute paid meal period every four hours worked. A second meal period is also required after 10 hours. If employees do not receive the meal periods and rest breaks which are required by law employers are required by statute to pay 1 hours pay for each missed meal period or rest break up to 2 per day. California employers have been fighting these regulations in every way possible. They have now taken the position that the word “provide” simply means telling the employees that they can take a meal period and then giving them so much work or arranging their schedules so they can never actually take the meal periods or rest breaks required by law.

Worker advocates including unions say that this is contrary to the law and it is just another example of employer evasion of their responsibilities under the laws of the state.

The question of whether employers must ensure that employees have their meal periods and rest breaks or whether they must only announce the availability of such meal periods and rest breaks is one of the questions before the Court. Every California business is aligned against every worker advocate and union in California on this issue.

In the union world employees generally get their meal periods and rest breaks because members and unions are vigilant in enforcing the right to do so. In the non-union world, employers almost always take advantage of their workers, cheat their workers and violate the law.

The outcome of the Supreme Court will hopefully level the playing field and further require employers to comply with the law.

A decision is expected within 90 days of the November 8 hearing date.

If you have friends who are working and don’t get their meal periods and rest breaks, alert them to this case and after February 8, 2012 the law will be clarified and it will be time to take action.

Written by David A. Rosenfeld, Miles E. Locker and Nina G. Fendel, California Workers’ Rights provides a basic overview of the legal protections for workers under California and federal law, written in understandable language, designed for use by workers and those who represent them.

Published by the UC Berkeley Center for Labor Research and Education, this useful manual covers subjects such as: Exercising your Rights; Wages and Hours; Safety, Health, and Sanitation; The Right to Organize; Benefits; Discrimination; Personnel Files and Health Records; Investigations and Police Records, among others.

Visit their website: laborcenter.berkeley.edu
Greetings Brothers & Sisters,

The Occupy Wall Street movement by the time this article hits our members will be months in the making and hopefully not “done”. In the beginning of the movement students, youth, unemployed/underemployed and those foreclosed on hit the streets with the intention of holding accountable the Corporate Robber Barons that were “bailed out” on the backs of working people to the tune of billions of our纳税 dollars. The economy has been brutally hard on working people, but Corporations are doing better than ever. Consider that corporate profits for the third quarter were at $1.6 trillion, the highest ever recorded and

Corporations such as Exxon/Mobil and General Electric paid no taxes at all and received tax refunds from the IRS.

Meanwhile attacks on Unions, especially public sector Unions that defend and protect workers’ rights have intensified. These events are not isolated and are part and parcel of a decade’s long strategy to weaken Unions in order to be able to dictate terms and conditions to working people. Labor has joined the fight alongside our working class brothers and sisters in the Occupy Wall Street movement.

In the words of AFL-CIO President Richard Trumka: “We are proud that today on Wall Street, bus drivers, painters, nurses and utility workers are joining students, the unemployed and underemployed to call for fundamental change. Working people are turning out with their friends and neighbors in parks, congregations and Union halls to express their frustration and anger about our country’s staggering wealth gap, the lack of work for people and the corrupting of politics by business and financial elites. The people who do the work to keep the country running are being robbed not only of income, but a voice. It is time for all of us, the 99% to be heard.”

In Solidarity,

Jazy Bonilla
District Council 16
Painters & Allied Trades

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Brothers and Sisters,

In some of my past articles I’ve attempted to illustrate the absolute lunacy and outright piracy of the Wall Street moguls and the impact that they have had on our economy. Have you noticed the throngs of people demonstrating at financial districts all across the nation? People are now starting to realize that about 400 families possess and control 99% of the wealth of the United States. They’re called the Fortune 400.

A couple of years ago the Supreme Court decided in “Citizens United” that corporations are persons and money is free speech. They, in effect, struck down the McCain-Feingold Act which was a bipartisan law to reform campaign financing. This Act brought sanity to campaign financing and limited the amount of money that could be spent by candidates running for office. The Fortune 400 families can now put unlimited funds into any election campaign. Understand that almost ninety percent of the time, an election is won by the candidate that raises and spends the most money. In the upcoming 2012 elections there will be billions of dollars spent on just the Presidential election alone. If a politician is elected through corporate funds, he or she is obligated to act in the interest of the corporations that got them elected.

We as ordinary citizens cannot compete with that kind of money, but we are the voting public. If we stand up and reject the lies and propaganda that is surely coming our way in the next election, we will in effect have laid waste to Corporate America’s unlimited funds. Maybe then politicians will have to listen to the voting public and not the Corporate Masters. It won’t be easy, but we can definitely get this done. Make sure that you get registered to vote and when the time comes, VOTE!!! Don’t let Corporate America turn us into the working poor.

Fraternally,

Gene Hopkins
Local Union 12
District Council 16
Hello Brothers and Sisters,

We have finished all of our contracts this year with the successful negotiation and ratification of the Production Worker and Combination Glazier addenda. For the first time all Production and Combination Glaziers are working under the same contract. Now that these are in place all of the members working under those agreements are now included in our Northern California Glaziers Master Agreement and will be voting side-by-side with the rest of their brothers and sisters whenever we have a ratification or allocation vote. Our combined numbers will make us even stronger.

Employers have been calling for members whose certifications are up to date in lift and scaffold, first aid, CPR and respirator fit test certificate. If you are out of work and do not have these certificates or your certificates have expired you can get them renewed by going to the STAR website - (www.dc16star.org) and checking the list of classes. You will find that not only are there safety classes in CPR, lift scaffold, lead update and OSHA, but also upgrading in Journeyman skills. These classes are given on almost every Saturday throughout the year. If you have any trouble getting signed up or finding information on the STAR program call the Local and we will help get you into the classes.

By the time you read this, I will have returned from Solar Power International 2011, the premiere solar industry trade show in Dallas Texas this year. I will be there with a team of Glaziers from our Council and two from DC-15 for the purpose of marketing Glaziers as the obvious and best choice in the installation of photovoltaic glass especially as it is integrated into curtainwall and storefront glazing systems.

Our campaigns with the various state agencies are starting to bear fruit. The CSLB is beginning to understand the importance of glaziers in photovoltaic glazing, but getting them to move is like pushing a boulder uphill. We will keep pushing until they get it right.

Remember to treat everyone with the same respect you want to be treated with. As a Union member you are the best of the best and the example that the industry looks up to. In our words and actions through our training and unity we will achieve the High Performance/High Value that we strive for each day.

I wish all members and their families a happy and safe holiday season and look forward to a great 2012.

Les Proteau
Regional Director
District Council 16
Local 83
Hello Brothers of Local 272,

Well the so called “summer slam” is behind us now, and it is time to look towards the future. The outlook for the drywall finishers looks very promising for the beginning of 2012 in the Bay Area. Painting work also appears that it is picking up slowly and may even get better after the New Year.

The Monterey / Santa Cruz Building Trades Council are busy at work in the Santa Cruz area. We are working on getting a project labor agreement with Barry Swenson Builders on the property alongside the freeway at Chanticleer and the frontage road. That is to become a new sheriffs and coroners sub-station. We have County Supervisor John Leopold assisting us in this endeavor, which for the Building Trades is a first in this area. Most of the elected officials like to talk pro labor but John is actually backing labor on this project. I’ll let you know the outcome in the near future.

I am looking for two delegates that will be able to attend District Council meetings in Oakland. We also need a Local Recording Secretary and a VAC Coordinator. This involves finding activities where the members could volunteer their time painting or doing drywall work for local non-profit organizations like Little League or Hospice (which had been done in the past). I would really love to see someone get involved with this worthwhile activity. Congratulations Steve Olsen and Paul Zweber and good luck to you in your retirement. We lost Brother Andy Kerr in September. Andy was a long time member and past president of Local 1026 in Santa Cruz. Those of us at the Local are going to miss him.

With that being said the holiday season is upon us, and I would like to wish you all a Merry Christmas and a happy and prosperous New Year.

Fraternally,

John Papa
District Council 16 Service Representative
IUPAT Local Union 272

Dear Members,

I hope everyone is doing well and is ready for the holiday season. It always amazes me how fast the years go by. We managed to accomplish a lot this past year, securing master agreements and addendums for our members that should maintain our benefits and deliver a reward when this economy finally gets straightened out. So far in 2011 I have seen our out of work lists at the Local completely empty for each trade at least once! While that is a positive sign we are still a long way from being out of the woods, but it does indicate hope!

On October 4th, 2011 we held a special call meeting to nominate a Treasurer and a trustee to the Executive Board, due to vacancies created by the resignation of John Chavez. John served as Treasurer for quite a long time and recently decided to resign from the Union to begin a new chapter in his life. I would like to say thank you to John and his family and we wish you all well. With that Juan Flores SR was nominated for Treasurer and Norman Heath was nominated for Trustee, there being no other nominations for either position both were elected by white ballot. I would like to thank them both for their interest in the Union and I look forward to working with both of them.

In closing I would like to thank Chris Christophersen (Director of Service DC16) and Vince Echeverria (Regional Director DC 16) for their recent work on the Painting, Drywall and Floor Covering addendums in the Sacramento and Fresno areas; the Floor Covering members in Sacramento and Fresno who were willing to stand on the line in order to receive a fair agreement to ratify; and the Fresno and Sacramento Painter and Drywall Finisher members who recognized a fair offer ratifying each addendum.

Sincerely,

Jeffery B Roberts
Business Representative
District Council 16
Local Union 294
IUPAT
Greetings Brothers and Sisters,

On August 31, 2011, the last day of the Contract, Local 487 Painters ratified the Sacramento Addendum to the Northern California Painters Master Agreement. The three year Agreement containing $3.25 in increases will take us through June 30th, 2014. I have received some very positive feedback from members regarding them or need an interpretation please call or attend the regular Local Union meeting (held every second Wednesday of the month). Please retain all your check stubs. Once again this simple action provides the best documentation for contract enforcement and recovery of wages and benefits. It becomes very difficult to recover unpaid wages and benefits without proper documentation. Please retain all your check stubs and carry a planner and/or datebook with dates and times worked.

Please note a new update at the Local. We now accept Debit and Credit Cards as payment of dues during normal business hours. Please remember that NO CASH is accepted at the Local Union office, no exceptions.

The summer has been declared officially over and has shown a down turn in work. What better time to further your job education and upgrade your existing certifications or acquire new certifications and training. This is all available through the STAR program (www.dc16star.org). Also, please maintain your current membership information at the Local Union (phone numbers, addresses, etc) so the Local can reach you during job calls or name call requests from employers for work.

In closing we are heading into the last quarter of the year. If you have not qualified on the VAC Activities List and wish to do so please contact Charles Richard, your VAC Coordinator or visit the District Council 16 website (www.dc16iupat.org) for up to date VAC events you may want to participate in.

Respectfully,

Haden Blaylock
Regional Director DC16
Business Representative
Local Union 376

Greetings Brothers and Sisters,

On August 31, 2011, the last day of the Contract, Local 487 Painters ratified the Sacramento Addendum to the Northern California Painters Master Agreement. The three year Agreement containing $3.25 in increases will take us through June 30th, 2014. I have received some very positive feedback from members regarding the fairness of the deal and would describe the negotiation sessions as very intense which I fully expected as we and our employers attempt to survive these troubling economic times. I would like to thank District Council 16’s Business Manager/Secretary Treasurer Doug Christopher, Director of Service Chris Christophersen and Regional Director Vince Echeverria for all of their support and help in getting the Contract completed and settled. All Painters should have received a copy of the new Addendum in the mail, if you did not, please contact us and we will get one out to you.

Your Local Union Executive Board has decided to once again serve dinner at our December Meeting which this year will be held on December 12, 2011. We will begin serving at 5:30 pm. Please plan on attending. The food as always will be very good.

The STAR Rewards Event was held at the Alameda County Fairgrounds on Saturday September 10th and it was a very exciting day, with great food, awesome prizes and lots of smiles. Congratulations to all the members who have made the commitment to High Performance/High Value by attending training classes, working safely and efficiently and mentoring our Apprentices. We will likely be scheduling another Survival of the Fittest Seminar in Sacramento sometime early next year so stay tuned to the STAR Schedule and try to meet your training requirements.

In Solidarity,

Steven L. Caster
Business Representative
District Council 16
Local Union 487
Dear Brothers and Sisters of Local 567,

As we all know it has been another tough year in the construction industry in northern Nevada. The hours worked by members in 2011 turned out to be less than those worked in 2010. Along with us, our contractor partners are under the strain of a very poor construction economy.

Your union is staying out in front of every casino remodel by speaking directly with the owners as soon as we hear of a possible upcoming project. We have met directly with the school district in Washoe County to make sure that the projects currently out to bid continue to be awarded to our contractors.

Several projects at Legends at the Marina, including the theatre, are also out to bid. What’s my point? We are continually monitoring every sizeable job that our contractors can bid on and working to influence the awarding of those jobs.

We were able to have some success this year in other areas. We set the prevailing wages for the new fiscal year on our wage schedules, where we had hours to report. This includes all thirteen northern Nevada counties and that portion of California which lies in the Tahoe Basin. We collected on the bond our union carries to protect us against fraud. It paid Local 567 $81,569.74. This is the amount we proved to the bonding company that was embezzled from us. And again, we secured many more work hours for our membership with the use of your market recovery funds. This program became a huge success this year.

In closing I want to give my sincerest thanks to all of the members and to our contractor partners, including those who closed in 2011, for so many successful years in partnering with our union. Brothers and Sisters, I hope that all of you have a Merry Christmas and a joyous holiday season. May 2012 bring a renewed success to us all.

Best Wishes,
Todd Koch
Regional Director DC-16
Local 567
Hello All,

Well another year will be coming to a close and let’s take a look at some of the things we did this year. We negotiated and ratified a new Master Agreement. We also unified Production and Combination addendum agreements for the first time. These are big accomplishments because it sets our course for the duration of the contracts. We finished another STAR training year, and qualified 30 members. We graduated another class of apprentices that will keep our trade moving forward. We moved the training center to a bigger building and expanded the program to offer the latest and advanced classes. We signed some new shops that give more opportunity for work. The work picture this year was fair at best, but 2012 is looking to be a better one. There were changes to our Health and Welfare that will hopefully put us on the road to recovery. The pension also saw changes and we still continue to move towards a better position. The common thing I see in all of this is Change. It will be a part of our future as it has been in our past. Some of these weren’t the easiest, but were made for the better of all and our future. I think we all could look back in our own lives and remember a change that made a difference in your life. I watched an older movie recently called “Cinderella Man” about a boxer. This was based on a true story. This man went from the top to the bottom in a short time, but never gave up or lost his faith. When he was given a second chance he did not take it lightly. I realize this is what many of us are looking for, the chance to get to work again. Then we will show a High Performance/High Value workforce.

The New Year will have some big projects and some needed work for us. I hope we all get a chance to do what we do best, work, provide for our families and enjoy our fruits of our labors. I wish everyone a Safe and Happy Holiday Season, and a Happy New Year.

Work safely,

Mark Shelley
Business Representative
District Council 16
Local 718

Greetings Local 741 Members,

In the last issue I discussed when our Local 741 meetings were held. In this issue I would like to discuss the state of the meetings and what we could accomplish if we had more participation.

During negotiations participation rose slightly, with an average of 15 to 20 members per meeting. On the days of ratification we had about 25% participation. Since ratification of both contracts interest and participation has decreased sharply. Our numbers and organization are our strength. The clout and power of the Organization are directly proportional to the number of members and the amount they participate in union meetings, government affairs and the organizing of local non-union contractors.

It all starts at the meetings. We review all the financials, revenues and expenditures, and vote on their approval. The Business Representative gives his report detailing union business, health and welfare, government affairs and local organizing efforts. Delegates from the Central Labor Council and District Council 16 give their reports. All details of reports are discussed and all questions answered. We decide what issues are important to us, what resources we have at hand to impact those issues and what course of action we need to dictate in order to make an effective change.

Effective change however takes commitment and participation from the membership. As well as being a High Performance/High Value craftsperson, which is always the first criteria, we need to let our local government representatives and especially the non-union contractors working in our area know that we are an organized force to be reckoned with. I need members to get involved. If all 400 Local 741 members turned out to a city council meeting, we would control that meeting. If all our out of work members mobilized we could blanket the non-union sites and effect change there. Come on and get involved.

Come on and get involved.

Richard E Kennessey
Business Representative
District Council 16
Members of Local 767,

I want to congratulate Local 767 for having 43 qualifying members receive invitations to the STAR Event. In the process of qualifying for the event you most likely received a certification or training class that will benefit you. I know that our Local will continue to see the importance of the training being offered as well as the fun the membership has attending the awards event.

I would like to thank Brother Gary Leatherman for stepping up and taking the job of being the new VAC coordinator. If there is a worthy cause you feel might make a good VAC event, please make sure Gary gets your contact information. A good way to do this is to attend our regular membership meeting the second Tuesday of every month at 5:00 pm. With the political season of 2012 fast approaching there will be plenty of VAC opportunities coming in the near future. We need to help better our economy and should make every effort to get involved.

Congratulations to the Combination Glaziers and Production Workers on ratifying a new three year Addendum on September 10, 2011. The goal was to take the agreements from Sacramento and the Bay Area, compare them, then make one common contract, and that’s now happened. Now both Production and Combination workers have a vote in future Northern California Glaziers Master Agreement and wage allocations.

I hope every member knows the importance of keeping proper documentation of whatever you might encounter on a daily basis on the jobsite. Just keep a small tablet or even a calendar book, which you can get from the hall, and write down anything of importance that is going on every day. You never know when the information may be needed, and then you can just flip back the pages and jog your memory as to what happened on any certain day. It definitely can come in handy.

Tom Whetstone
Business Representative
DC-16 Local Union 767

Unions Engage to Occupy Wall Street

If you’re like me, the daily struggles of our professional and personal lives can distract you in so many ways. However, if you have been staying informed with current events, in all likelihood, you have heard about the trend to “Occupy Wall Street.” From New York, to Chicago, to Los Angeles, this grass roots movement has grown exponentially and is currently being endorsed by such labor unions as the United Federation of Teachers, Transportation Workers and Workers United, Local 100.

Many are rallying in the streets to voice their dissatisfaction and frustration with the economic disparity which exists in this country. “Occupy Wall Street” has begun to capture the imagination and passion of millions of Americans who have lost hope that our nation’s policymakers are speaking for them. The protestors are determined to hold Wall Street accountable and create good jobs. A cross-section of Americans, in all economic strata, is coming together to call for fundamental change. Across America working people are turning out, with their friends and neighbors, to express their frustration and anger. I believe that working people should demand corporations, big banks and the financial industry to do their part to create good jobs, stop bank foreclosures and pay their fair share of taxes. Union halls and community centers must continue to welcome those with the courage to stand and demand a better America. The coalescing of voices, in a peaceful and meaningful way, is helping to assert these values and principles. Organized labor has always fought, and will continue to fight, for economic justice. This movement is changing and evolving on a daily basis.

Please remember, the Union meeting is held the first Wednesday, of every month, at 6:00 P.M. I strongly encourage you to attend and stay informed. Fraternally,

James Ruigomez
Business Representative
Local Union 913
Local Union News

Members of Local 1237,

I hope all doing is well with yourself and family. I can’t believe this year is almost over.

To the Kelly Moore members: the negotiation is not going well at the present time we have issues with the pension and health care, along with the Company letting the Union know that they will be subcontracting the warehouse out and a lot of members will be losing their jobs. I will keep you posted with upcoming meetings and on the progress of negotiations.

For the BAE workers, I wanted to update you on the grievances that were filed by the Union on subcontracting our work to other sources and on Carpenters doing the shoveling of the sand. We are at step 4 of the grievance procedures on these grievances and will proceed to arbitration if needed. It has come to my attention that the members haven’t been getting their breaks at the proper time. It has been brought up to management to correct this problem ASAP. You need to contact me or Carlisa of these violations as soon as they happen so the Union can file a grievance right away. This problem is mostly on the night shift because the steward works days. Please keep me updated on this issue.

For all the members don’t forget paying your over the counter dues of $25.00 per month. Catrina had to send out a lot of suspension notices. I don’t enjoy having to call your Employer and let them know we have to pull you off the job. So PLEASE don’t forget.

Please try to attend the Local Union meetings that are on the third Tuesday of every month at 5:30 pm.

Have a Happy Holiday Season and be safe.

Jose Santana
Business Representative
District Council 16
Local 1176

Dear Members,

Local 1237 ratified the Sacramento Area Addendum to the Northern California Floor Covering Master Agreement on September 14, 2011 with an overwhelming vote. The members of Local 1237 made a conscious and educated decision to exercise their right to strike. Through the process the members benefited with a Sacramento Area Addendum that is agreeable to both Labor and Management. Thank you to those members who conducted themselves in a professional manner on the strike lines. Now we have to deal with the fallout of a strike. A large majority of the members felt it necessary to take the dispute to the street. Either way, you the membership voted as the majority who felt they were not offered a fair contract. There are relationships within Labor and Management that were strained but I believe time heals. Now you have to do your part as a High Performance/High Value member of Local 1237 in the field every day to justify the Addendum you fought for.

District Council 16 dispatched Representatives from various areas to assist on the strike lines and diverted Wage Equality funds to help finance the strike. Various Local Unions from all crafts reached out to us and offered support and assistance should we have needed it, we thank them as well.

On January 1, 2012 you will be eligible for the STAR Program. You will need to complete the Breslin Survival of the Fittest seminar to be eligible for the rewards. We will be sending out a notice when the seminar is available. Information is also available at your Local Union Meetings.

We have already started meeting with political candidates who support working families. There will be a candidate’s night to meet with these politicians. I look forward to seeing you at the next Local Union meeting and/or VAC event.

Vince Echeverria
Regional Director
District Council 16
Local Union 1237
Members of Local 1621,

With the completion of contract negotiations there is great news. No longer will Combination Glaziers or Production Workers have to wait to vote on their addendas until after Journeyman and Apprentices do. We all vote at the same time. Combination Glaziers and Production Workers now receive a percentage of what the Journeyman Glaziers receive. This will make things easier to understand in the future.

It is time to get out and become active participants in our Volunteer Activist Committee. Your assistance with phone banks, precinct walks, lawn sign postings, etc. is much appreciated and needed. With all of the political issues that we face, such as health care costs and the high cost of living here in the Bay Area, getting involved with your VAC is one of the smartest things you can do for your own personal bottom line. Political pressure is one of the only ways you can protect yourself from special interests who lobby to increase costs to workers like yourself. Anyone can submit their own request for a VAC. If you have a need in your community that you would like to have members assist with, you may turn in your own idea. Some examples of other events could be assisting the Children’s Shelter with painting or remodel; visiting retired members and helping with chores; possibly your church needs something. Think about your communities needs and submit your request! Please get involved if you are not currently participating. Thanks again for all who have been involved. We look forward to your continued support.

The hours being down the members voted to refrain from having the picnic and Christmas party this year. With contract negotiations over and no strike in our future, I think we should consider having them next year. Please come to our meeting and let your opinion be heard on the third Tuesday of every month at 6:30 pm at the hall.

Steve Huckaby
Business Representative
District Council 16
Local 1621

There is currently a demand for skilled and certified Industrial Painters here in District Council 16 and throughout the IUPAT. Local 741 Member David Deleo is seen here taking a minute to allow me to shoot his picture out at the Antioch Bridge Seismic Upgrade project. California Engineering was more than happy to have us come out and cover this project.