The Pride

September-December 2015

The Home of High Performance / High Value Finishing Craft Workers
The new Sacramento Kings Arena Complex includes retail shops, restaurants and a hotel.

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I would like to start this article with an update to all the Painter members that are working under the Fresno Area Addendum. As you are well aware you are currently working under a unique agreement that has specific language regarding a certain amount of hours that need to be met in order to receive your taxable net increases. This agreement was entered into in the year 2011 along with 3 master agreements here in the Bay Area and the Sacramento region. Since that time 2 of the master agreements were able to hit the number of industry hours needed to receive their negotiated increases and the other agreement was renegotiated without reaching the needed hours with the cooperation of management and labor sitting down and deciding that it was in the best interest of all parties and the industry to end this agreement and get back to traditional bargaining.

“In my opinion, this agreement has done exactly what it was intended to do which was for labor to help management by holding back negotiated increases and at the same time having them bid work competitively in the worst times in modern history”

At this time, the Fresno Painting Addendum to the Northern California Painters Master Agreement is the only agreement left that has what is referred to as the trigger hour language. As of 3 weeks prior to me writing this article, I have received the hours chart from the trust funds that show once again we fell short of our industry trigger hours that were needed to reach that goal which was 2,800,000 hours and we came in at 2,560,000 hours. With that being said, Article 10, Section 1(b) of this agreement clearly states that this agreement was only to extend for one more year (2015) if those hours needed were not met.

At this time, I have sent opening letters to the Fresno PDCA and all individual employers that are performing Painting work under the Fresno Addendum. I have asked that they contact me and advise me of dates that they will be available for negotiations. In my opinion, this agreement has done exactly what it was intended to do which was for labor to help management by holding back negotiated increases and at the same time having them bid work competitively in the worst times in modern history, to ensure we all had the best chance to continue to work and provide for all our families.

I am in hopes that our contracting partners in the Fresno area take the same path as the Bay Area/Sacramento Drywall industry in recognizing the hard working people that they employ and working together to advance all of our interests and the industry as a whole.
I also would like to announce that we have reached a new 4 year stand-alone Northern California Glazier Production Workers Agreement that has included for the first time the ability for our production workers to take training classes through the STAR program.

I also would like to announce that we now have 2 new partners in the Drywall industry that just happen to be General Contractors which are Webcor Builders and Swinerton Builders who will join us along with our friends at DPR Construction. We look forward to working with these companies and the opportunities they bring.

The Western Regional Conference of Painters and Allied Trades was held on September 24 – 27, 2015 in Las Vegas, Nevada. This year all the Presidents and Recording Secretaries of all local unions were invited to participate in several different workshops that pertained to their duties. As an example of workshops was General Secretary George Galis’ presentation on how to conduct a local union meeting, taking of the minutes, financial reports and Robert’s Rules of Order and the importance of how this affects your local unions. There was also workshops from departments such as Labor Management Cooperation Initiative, Finishing Trades Institute, Pension Department, Government Affairs, Organizing and then an overview from President Kenneth Rigmaid of the loss of membership in 2008 and the challenge he has laid out to bring in 30,000 new members in the next 5 years.

I would like to acknowledge and thank all the members from District Council 16 that worked hard and participated in these workshops for the betterment of all our members. I look forward to seeing some implementation of knowledge that was acquired at this conference into their local unions and their job duties.

On Saturday October 3, 2015, District Council 16 held its first Retiree Activist Committee Luncheon in which members from all crafts had the ability to renew old friendships and form new ones. We are hoping that the retiree members take charge of this committee and that we are able to utilize their knowledge and expertise when it comes time to attending certain events and functions regarding active members and retiree issues. I would like to thank retiree members Les Proteau and Pat Brady for taking the lead on this committee and putting together a terrific function. Watch for RAC fundraisers and events in the future.

On Saturday October 24, 2015, District Council 16 held its annual Veterans Appreciation Luncheon. In attendance to honor all those that have served in our Armed Forces and in our organization was Congressman Jerry McNerney and Assemblyman Jim Frazier. Once again our friends at the American Legion District 10 and new comers from the Oakland Military Institute Academy presented the colors with our very own Organizer/Veteran Lani Wilkins who led us in the Pledge of Allegiance. As always, challenge coins were handed out to all Veterans in attendance.

“\[quote\]
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\[quote-end\]

At this time I would like to wish all of our members and families, Happy Holidays and please enjoy your time together.

Fraternally,

Christopher Christophersen Sr.
BM/ST
District Council 16
Dear Brothers and Sisters,

As I am nearing the end of my first year as the Director of Service I didn’t realize to what extent and demand the position entailed. What makes the position satisfying are the results of hard work and persistence from a team that produces results that directly benefits the membership of District Council 16 and the IUPAT.

This year to date we have signed eighteen new contractors, eight Drywall of which two are general contractors, three Floor Covering, four Glaziers and three Painters. We are currently in discussion with a few more contractors that have expressed interest in signing the Collective Bargaining Agreements with District Council 16. We are also exploring new markets that we traditionally have not had a presence.

We have negotiated and ratified the Drywall, Floor Covering and Glaziers Master Agreements and Area Addendums in addition to the Production Workers, Combination Glaziers and the Administrative Assistants Agreement. Wage allocations are currently underway for some of the agreements. The District Council 16 Bylaws and Local Union Bylaws have been ratified by the memberships. A few of the locals adopted language in their Local Union Bylaws addressing Member/Benefit funds. This fund can assist members when assistance is needed for paying dues providing they meet the qualifications that are stated in the Local Union’s Bylaws. The fund can also be utilized for union promotion and pay for union functions. Your Business Representative will address any questions you may have.

“This year to date we have signed eighteen new contractors”

Without your input and participation the processes of negotiating and ratifying the Collective Bargaining Agreements/Addendums and the Bylaws of the District Council and Local Union would have been difficult to accomplish, for your involvement, we thank you.

Your Local Union President and Recording Secretary were given an opportunity to attend the Western Regional Conference of the Painters and Allied Trades in Las Vegas, Nevada, one of the main topics was conducting a union meeting, taking minutes and adhering to Robert’s Rules of Order. Commencing in January, all of the District Council 16 locals will adhere to the Order of Business as per the Constitution of the International Union of Painters and Allied Trades. The Local Union meetings will all have identical structure, the idea for this is for any member to attend any union meeting and follow along without missing a beat. We have been striving for standardization within our District Council; this is another step toward accomplishing our goals. We appreciate that the Local’s President and Recording Secretary were able to attend the training sessions that were offered to further their abilities and be effective in their positions as officers and leaders.

In May of 2016, the Local Unions will have nominations for Local Union Officers, Local Union Executive Board Members and Delegates to Building Trades and Central Bodies. June will be the election meeting. If you are interested in running for a position as an officer, executive board member or delegate, have the discussion with your Business Representative at your Local Union meeting, the qualifications are in your Constitution under Sections 209 through 212.

We look forward to a prosperous 2016 and we wish you and your family a happy and safe Holiday Season.

Vince Echeverria
Director of Service
District Council 16
Organizing Basics

Why become an organizer? Organizing has always been the life blood of the labor movement. Full time organizers have been a necessary factor in the survival of unions. The challenge one faces in organizing is different than any other occupation that I know of. You are part cop, infiltrator, liberator, researcher and agitator just to list a few of the hats you would wear as you help workers and influence groups or individuals into action when they are being exploited.

Who is an organizer? Organizing is a very difficult occupation. To sustain a career over many years a union organizer must be strong and unwavering in their belief in the labor movement itself. Constant pressure in organizing campaigns can wear out and burden even the strongest willed organizer over time. You must be a self-starter with endless tenacity and a relentless approach to reaching your goals. Organizers need to be great communicators, persuasive and consistent to gain trust with workers.

What does an organizer do? Organizers conduct investigations on unscrupulous contractors which can include evaluating payroll records, enforcing prevailing wage regulations, job safety violations and human rights issues. For example, there are many risks when trying to organize; worker’s jobs and safety can be threatened by their employers. Organizers are determined to do everything in their power to protect workers if they are retaliated against for organizing. An important aspect of an organizer’s job is to stand up for worker’s rights and gain market share for their members.

Organizers study and use labor law and state law. They routinely work with agencies like Department of Labor, the Department of Industrial Relations, the Division of Apprentice Standards and the National Labor Relations Board. Organizers become accustomed to confrontation from shop owners and their families, loyal employees and hostile general contractors. In these situations organizers must remain calm, resolute and intent upon achieving their goals. They practice all the laws available to them to further their campaigns.

Organizing campaigns are varied and changing. Many different strategies and tactics are used throughout a campaign. (A strategy would be affecting the hiring of a non-union contractor by their general contractors base, a tactic would be picketing.) Sometimes the end goals are different depending on the contractor. (Do you want to put them out of business/sign a contract/bring them into compliance?)

Very few people become union organizers, and if the opportunity arises you should not take it lightly. There is very rarely any instant gratification in organizing but at times it can be the most rewarding job you’ll ever have.

There are plenty of opportunities to get involved with DC16 organizing campaigns if you would like to help out. Picketing, bannerling and protesting with DC16 representatives are VAC authorized events so call your local union organizer or VAC coordinator for upcoming actions. Join the fight!

John Sherak
Director of Organizing
District Council 16
I am very happy to announce our new apprenticeship standards have been approved by the state of California. It’s been a long two year process. The Glazier’s apprenticeship program will now consist of five years on-the-job training with four years of quarterly, forty hour classes at the training center, running concurrently. Similarly, the Drywall Finisher’s program will be three years on-the-job training with three years of quarterly training.

In response to an invitation from IUPAT General President Mr. Rigmaiden, I have accepted a two-year term as a member of the Advisory Committee on Construction Safety and Health (ACCSH) as an employee representative. ACCSH is a continuing advisory body subject to the Federal Advisory Committee Act (FACA), and established under section 107(e) of the Contract Work Hours and Safety Standards Act (CWHSSA). ACCSH advises the Secretary of Labor on the formulation of construction safety and health standards, as well as on policy matters arising under the CWHSSA and the Occupational Safety and Health Act of 1970. This will allow us to be ahead of the curve on new health and safety policies and upcoming laws.

The Glazier’s curtainwall installer’s certification is coming soon. We have qualified practical examiners on site and plan to prepare our members regarding test requirements. We will offer a pilot class accommodating 25 members for the first round. This is a timed test and will require practice. If you are interested in being one of the first to take the test, please notify your Business Representatives and or Employer. Their recommendations will hold weight in the makeup of this first test.

In closing, please be safe. Happy Holidays to you and your family.

We are the “Best of the Best”.

Alex Beltran
Director of Training
District Council 16

“People don’t care how much you know, until they know how much you care.”

Theodore Roosevelt
While attending a press conference at the DC 15 Training Center to receive an official endorsement from IUPAT General President Kenneth Rigmaiden, Presidential Candidate Hillary Clinton was interested in seeing and learning about the training that makes our members High Performers, utilizing the latest technology. DC 16 Lead Glazing Instructor Erik Schorken, while conducting training in Henderson, NV, was invited to showcase the Total Station and explain how it facilitates complex building design layout.

Curvilinear building design is fast becoming the construction hallmark of this century. No design is beyond reach of the Total Station in the hands of someone that has been properly trained to take advantage of its technology. Sign up for the STAR’s Total Station Class. The course has been improved, eliminating the need to master Trigonometry.

Apprentices also learn self-rescue methods during fall protection training. They also get to experience hanging in a harness, which gives them a better understanding and appreciation of a proper fitting harness.

The training through DC 16 STAR has expanded to include Spyder Crane operation. Also, Fall End User certification classes. Both classes have been open for sign-up since spring.

Both Sacramento and San Leandro training facilities have recently completed new training mock-ups. These will offer good hands on opportunities to all four crafts of our industry.

One can’t help notice the extensive amount of building going on in the San Francisco Bay Area. This creates an increasing demand for skilled crafts-people. The market is still experiencing a serious shortage of Paper Hangers. Keep your eyes out for upcoming STAR classes on the subject. You never know when those extra skills are going to be the ones that will keep you employed.

We also now offer a Labor Studies Class which is designed for the apprentices to be exposed essential information about our past and our future as a union and an industry. Some of the class curriculum covers; Labor History, IUPAT History, Market Share, Principles of Construction, Concerted Activity, Factors That Influence Collective Bargaining Strength, Activism, Labor Unrest, Picketing and Strikes. The class has several topic break out groups and much participation and discussion throughout the day.
If you had asked me a few weeks ago these three questions:

Exactly how does developing relationships with community organizations benefit our members?

How do VAC events help to develop influence by our members to community groups?

How does the IUPAT General Convention resolution on CORE (Community Organizing for Real Economics) create job opportunities for our members?

I may have done a decent job of explaining it to the best of my knowledge at the time. I would have given examples of benefiting through our own culture of activism that is the VAC. I also probably would have given examples of unusual relationships that came out of recognition for our actions in the community. Also the possibility that we could flip a job or pull a string with them somewhere down the line regarding a specific project.

If you have ever thought that you had something figured out and then got a quick education or had a sudden realization that you have been missing the mark, that is how I feel about answering the questions related to community Organizing, VAC and CORE.

I was privileged to attend an AFL-CIO Labor Commission Meeting on Racial/Social & Economic Justice. Our own General President Ken Rigmaiden along with 2 other General Presidents and many high level Labor Leaders are facilitating these meetings in several cities around the country.

I was enlightened by a full day of discussion and passionate testimonials from both Union members and members of the community on social issues. We also received a presentation by UC Berkeley Law Professor Ian Haney Lopez on “Dog Whistle Politics”. If you poll Labor voters on labor issues you would hope to have an excellent response. However if politicians divide us by using social issues you then in some cases may have a significant portion of Labor voting against their own best interests. He gave us multiple examples of politicians manipulating the Labor vote by inserting social issues into the conversation. The obvious ones are bad enough, but the subliminal references made to divide us are scary especially since they have been very successful.

I came to the conclusion that Labor’s interests and the issues of the community on social injustice, economic inequality, veterans issues etc., are one in the same. Labor is part of the fabric of the community and should not be separated or manipulated by those seeking to keep us down or eliminate us altogether. Diversity should be our strength and our involvement in the community automatic instead of random. If they cannot divide us at the community level, the Labor Movement has a better chance of survival and our pursuit of a “Bold Future”.

Mike West
Director of Communications
District Council 16
October 13, 2015 - Governor Jerry Brown signed four more SBCTC-sponsored measures in the final moments before this year’s signing deadline this past weekend, capping another spectacularly successful year in which we sponsored eight bills, seven of which were signed into law. Once again, the unity, political participation, and energy of our trades and members have made a crucial difference for California.

Bills signed at the deadline were:

**Assembly Bill 219 (Daly)**
Closes a loophole in order to provide prevailing wage to all drivers of ready-mixed concrete on public works projects, whether employed by the contractor on the project or by the concrete manufacturer.

**Assembly Bill 852 (Burke)**
Requires prevailing wage for the construction of hospitals that receive tax-exempt conduit bond financing.

**Assembly Bill 1358 (Dababneh)**
Improving design-build construction for school districts through skilled and trained workforce requirements. These requirements will drive both general contractors and subcontractors to become signatory with individual trades. The bill also provides incentives for projects to negotiate project labor agreements.

**Assembly Bill 1341 (Gomez)**
Provides for job-order contracting for school districts only if they adopt stringent labor standards that include entering into project labor agreements for such work.

SBCTC President Robbie Hunter commented: “This has been another great year for the Building Trades. Our package of bills serves to provide decent wages and conditions for workers, a fair competitive level playing field for our contractors, supports and strengthens our apprenticeships, and ensures that California’s public works projects are built with a streamlined, skilled and trained workforce, providing the best possible quality and value for the public’s tax dollars.”

Two bills signed earlier in by Governor Brown that were also sponsored by the State Building Trades are as follows:

**Assembly Bill 1308 (Perea)**
Revises conditions for when the apprentice training needs of the building and construction trades justify new apprenticeship programs in order to protect existing programs.

**Assembly Bill 566 (O’Donnell)**
Mandates prequalification of contractors on K-12 facility construction projects over $1 million regardless of funding source. Requires that all lease-leaseback contractors hire a skilled workforce.
James Boster has been a member of Local 741 for over 10 years. In that time, he has only worked for two shops, Brand Energy Services and Jerry Thompson & Sons. While with Brand Energy Services, James was elevated to a foreman and helped run some of the maintenance projects at the Shell Refinery. Since then, he has been added to the roster of instructors at the training center. James has received his CAS certification and NACE 1 and is an integral part of growing our industrial painter capacity. He has taken the knowledge from the field and transitioned it into a base for the students to draw from.

When not working, James enjoys spending as much time as possible with his three children, Eric-17, Isabella-6 and Leah-1, whom he cherishes. James made the transition from working non-union many years ago to provide a better lifestyle for his family.

Around the same time James transitioned into the Union, he also made many lifestyle changes to become a better man and role model for his children. The students at the school will also be able to draw upon his knowledge of rebuilding a life after some choices many of us make and some of the pitfalls that come with rebuilding a better life.

We at District Council 16 are lucky to have James onboard to help mold the Industrial Painter’s training into a High Performance / High Value curriculum that will propel our Union to new heights.

Brother Lani Wilkins served in the Army as a Civil Affairs Specialist with the 82nd Airborne in Fortbrag, North Carolina. While serving from 2006 to 2013, he began his apprenticeship with Glaziers Local Union 169 in 2008.

Brother Lani started his apprenticeship working for Walters and Wolf. He was an excellent apprentice and diligent to his training. When work was slow and Lani had days off he was able to gain hours of work through the organizing department by being dispatched on Public Works Projects.

This exposure enlightened Lani to become more involved in organizing efforts. He has been involved in many organizing campaigns and walked countless picket lines. Lani was the VAC coordinator for Local 169 for many years and to date has participated in almost 100 VAC events. Lani was hired as a DC16 organizer in October 2014 and applies his diligent work ethic to organizing.

In his spare time he enjoys spending time with his family as well as wrenching on hot rods and attending car and RV shows. His wife, son and daughter have become VAC activists in their own right and continue to take part in VAC events.

James Boster

Brother Lani Wilkins

Lani Wilkins
Allen G. Davison joined the ranks of Local 83 in September of 1978. He completed his Apprenticeship in 1981 with D. Zelinsky Painting and Decorating and from there then moved over to A&B Painting and Decorating.

After displaying extraordinary skills and a dedication to the craft, Allen became a Foreman for A&B Painting. He has continued to be a Lead Foreman for A&B Painting for the past 25 years.

Allen has made it his personal mission to pass the skills of the craft to countless young Apprentices and Journeymen throughout the years.

In 2009, Allen brought his son Garret into the Local 83 Family and continued to teach him everything he knows.

When asked if he could inspire a new Brother or Sister with a few words of wisdom based on his many successful years in the industry Allen said, “Work hard, be on time, listen and learn and the reward will pay off”.

In our opinion, Allen G. Davison is a High Performance/High Value DC16 member.

Terry Fogal joined Local 487 in October of 1981. He served his Apprenticeship as a Drywall Finisher working for several Sacramento area shops before going to work for Performance Contracting.

While working for Performance Contracting he was elevated to General Foreman and has worked in that capacity for the last 27 years. Brother Fogal, a master of his craft, has accumulated well over 60,000 hours at only 52 years of age. This milestone achievement at 52 is only possible by working steady for 30 plus years.

Terry prides himself in being a working Foreman and setting a High Performance / High Value example on his projects. Terry will tell you that it takes every minute of the work day to get enough work done and hold up his end of the bargain with his employer.

Terry has been married to his wife LaDaughn for 14 years and enjoys activities with his family. When he gets away from the jobsite you will find him in his own boat offshore on the Pacific Ocean in pursuit of albacore, salmon and halibut. During the Fall hunting season, Brother Fogal heads into the high mountains of the Western United States tracking trophy elk and mule deer.

Terry takes great pride in his craft and his expertise as an outdoorsman. District Council 16, Local 487 is proud to have him as a member.
The 2015 graduating Apprentices were honored at Scott’s Seafood in Jack London Square, Oakland. We would like to congratulate all the Apprentices on this great achievement and wish you luck on your new adventure as Journeymen in your respective crafts. Special recognition was given to the Apprentice of the Year for each craft.

The DC 16 Painter Apprentices did a fantastic job of painting the exterior of the Sacramento District Council office. Instructor Harry Mowrey set up the project with the help of Steve Caster, Sacramento Regional Director.
The Western Regional Conference of Painters and Allied Trades was back in Las Vegas again this year after taking last year off due to the General Convention. Classes including how to run your Local Union meetings, taking minutes and how to conduct trial boards were among the ones offered at the conference. Break out sessions for Organizers, Service Agents and Governmental Affairs Staff were also well received by the delegates attending this year’s Western Regional Conference.

The DC 16 STAR Awards event has grown each year and this year was no exception. 751 members qualified for the event by having the training and hours required by our Collective Bargaining Agreement. Over 2,600 members and family members enjoyed gifts for qualifying, a fantastic Bar-B-Que lunch, many great activities for the kids like clowns and face painting and of course the chance to win some great raffle prizes. Pictured at the bottom are the grand prize winners of 5 vehicles.

Congratulations to our Walter Cantrell Scholarship Winners of 2015. (Left to Right): Dane C. Colunga; Tiffany Friend; Korina Suffia; Cody Wayne Gessell and Kai’Ree Howard.
The annual PATCH golf tournament was a fantastic success again this year breaking the previous record for money raised to fight issues that adversely effect the children of our region. Once the money is raised, we then accept grant requests from organizations that do great things to support children’s issues.

Council News

Among the organizations we supported this year with PATCH grants were the Little League World Series Intermediate Division (13-14), The Tracy Boys and Girls Club and Jr. 49ers Football and Cheer Program.

Members of Locals 376 and 741 participated in two different boating events. The 376 members took 3rd place again this year in the “Whale Boat” Regatta and 741 ran away with the title in the “Bathtub” Regatta. The 741 entry was actually a cut down sail boat outfitted with a bathtub and several coats of paint.
District Council 16 Retiree Activist Committee (RAC) had its kick-off event in Livermore last month. The retirees and their spouses enjoyed a nice lunch and some speeches honoring them for their past service to this organization and hopefully inspiring them to continue being active with their Union. We received over 50 applications for VAC membership and are getting those back out to their VAC coordinators for future events. Thanks to Les Proteau, Pat Brady and Business Manager Chris Christophersen for moving this from a concept into a reality. William “Bill” Brown was recognized for being the first retired activist under this new program to attend an event under the DC 16 Retiree Activist Committee Banner.

District Council 16 honored our Veterans at the Annual Veterans Appreciation Luncheon. We were pleased to have Michael Eggman who is a Congressional Candidate for CA District 10 as well as Assemblyman Jim Frazier and Congressman Jerry McNerney whom all gave thoughtful speeches on behalf of our veterans. Each Veteran received the 2015 District Council 16 Veterans Challenge Coin and a sincere thank you for their service to our country. The colors were posted by the American Legion Color Guard in conjunction with the Oakland Military Institute Cadets.
Sacramento Kings Arena Complex

The new home of the Sacramento Kings is a downtown arena being built under a project labor agreement. The arena complex scheduled to open in time for the 2017 Basketball season will have a hotel, restaurants and retail shops. This is all part of a larger plan which is underway to renovate and upgrade buildings in the general vicinity of the complex. Many of our members who have been commuting to the Bay Area now finally have some work closer to their homes in the Sacramento area.
The Fresno and Sacramento area Local Union members are working hard on several projects including a new courthouse for San Joaquin County that is being built in Stockton. These projects are not 100% Union for all of our crafts, but we continue to monitor the work with the help of the Organizing and Service Departments waiting for the right opportunity to showcase our skills and possibly turn a job for one of our crafts, or in some cases have job actions such as pickets or banners.
Contractor Profile

Pacific Glazing Contractors
Owner: Michael Wells

Michael Wells got his start in the Glass and Glazing industry by sweeping the floors at Santa Cruz Glass in 1977. Although Santa Cruz Glass was once a Union shop, Michael decided to pursue an apprenticeship with a Union Glazing contractor and in 1981 joined Glaziers Local 1621 and went to work for San Jose Glass.

After several years with San Jose Glass he again decided to move on and secured employment with an up and coming Glazing Contractor called De Anza Glass Company. While at De Anza Glass, Michael was inspired by company owners Sam Fazio and Dick Militich and developed a love for the Commercial Glazing Industry. This was enough of an inspiration for him that he would eventually open his own business.

Michael owned and operated a very successful Glazing Business in Oregon for many years before returning to California and opening Pacific Glazing Contractors in 2005.

He was so focused on working hard toward the goal of a successful company that in 2012 he realized that in order to grow he needed to make some changes. Michael sought out and received training in business development and strategy which lead to a plan involving solid business practices and strategic planning by him and his leadership team at Pacific Glazing Contractors.

Michael’s team is a mix of seasoned / Senior project managers and a younger generation of relatively new project managers. The seasoned guys are helping teach the next generation through their vast experience in the industry and the young people are teaching the veterans new tricks and tips with regard to technology and innovation. This makes for a great atmosphere of learning and collaboration.

Pacific Glazing Contractors are targeting projects in the 2-6 million dollar range from Salinas to San Francisco. They currently have 7 Production Workers and 34 Glaziers working in the field. Michael mentioned how important it is for Management and Labor to collaborate for the best interest of the industry.

Editors Note: It was my pleasure to interview Michael Wells for this article. We have known each other for over 33 years, were in apprenticeship school together and both worked for De Anza Glass in the 1980’s. We now sit together on the Glaziers Pension Fund and the STAR Board. Thanks Michael for your commitment to the industry and for being a High Performance/High Value Contractor Partner to DC16. Mike West
Brother Alphonso Rhodes, a member of Local Union 913, started his apprenticeship and has been a Painter since 1985. During his apprenticeship Alphonso worked for W.G. Thompson while he was also attending Apprenticeship School 2 nights a week for 3 years. Later, he moved onto becoming a General Foreman for the San Francisco Housing Authority.

After seven years as a General Foreman for the San Francisco Housing Authority, brother Alphonso decided to pursue his vision of starting his very own business. In 2001, Alphonso received his Contractor’s license with the help of the Renaissance Entrepreneurship Center, and launched AJS Painting and Decorating.

When launching AJS Painting and Decorating it was only Alphonso himself and one other Painter. Since then he now has 8 Painters on his crew and plans for only more growth. In fact AJS Painting and Decorating has work planned and mapped out for the next 10 years.

Alphonso and his crew, with his son by his side as one of his hard working Painters, are currently working in San Francisco. They are currently painting the interior and exterior of San Francisco Ship Yard Blocks 51 and 53. Starting this project in January, they should be wrapping things up by December of this year. The photos pictured here are Alphonso and his crew, along with some of their great work at San Francisco Ship Yard Blocks 51 and 53.

Since starting his business, Alphonso has been recognized and received the Renaissance Bayview’s Existing Business of the Year Award in 2011, as well as the Angela Cain Memorial Award in 2012. We are happy to recognize Alphonso Rhodes for his hard work and starting his very own business. Alphonso stated, “he is happy and proud to be a part of District Council 16” and we would like to note we are happy to have you as our High Performance/High Value Business Partner.
Governor Brown has signed more legislation which will help working people in California. He didn’t sign everything that the labor movement asked for so we have more work to do. Many of these new laws will help non-union workers who don’t have the benefit of a Collective Bargaining Agreement to protect them. Members of the IUPAT should learn about these laws and let their friends know to help them improve their own workplace and to get the help of a union to organize. Union agreements always provide much more than the minimum standards set by the law.

SENATE BILL 358
SB 358 is the strongest legislation in the country requiring employers to pay equal pay to women and men for “substantially similar work.” This does not mean that Painters and Floor Coverers must be paid the same. It means that all Painters who perform “substantially similar work” must be paid the same regardless of sex. This will extend beyond a particular site so a construction employer will have to pay women and men the same.

ASSEMBLY BILL 1513
AB 1513 applies to piece rate workers in the construction industry. District Council 16 members are paid an hourly wage so they will not be affected by this. This law now requires that piece-rate workers, who for example, are paid by the room or by the amount of drywall they install, will have to be paid for the legally mandated rest breaks at their average hourly wage rate. They have to be paid at their average hourly rate for the 10 minutes required by state law during each 4 hours of work. They will have to be paid for all recovery periods which are allowed to employees to recover from heat stress.

As always, if you hear of violations contact the District Council. It is important that we make non-union contractors strictly comply with the law.

David Rosenfeld
Greetings Brothers and Sisters,

After over a year of telling the membership at Local 3 that construction was in an upswing, it’s finally here. For the last 3 months all Painters and Drywall Finishers on the out of work list are working and the few that come back are back to work within 48 hours. I am very glad that construction hours are increasing and with that the health of our trust funds. With the increase in hours, Health & Welfare increased only $.05. Hours are everything in our highly competitive industry. Hours increase the financial health of ALL our funds from Pension and Health & Welfare to Annuity, STAR and everything else in between but that is not enough in itself as Market Recovery needs more funding in order to secure more working hours for our members.

Let’s do a comparison with our sister crafts to give more clarity to the issue at hand. The Floor Coverers allocate $1.65 to Market Recovery and the Glaziers $1.36. The Drywall Finishers currently allocate $0.75 to Market Recovery, and increased their allocations for 2016 to the tune of $0.20 to the apprenticeship program and $0.25 to the Organizing fund and still have the ability to allocate more to Market Recovery if needed in 2017 and 2018. We as Painters stand more to gain than our sister crafts with a healthy increase to Market Recovery (in my opinion not less than $0.50 and double the amount would be fantastic). Last year on the wage allocation the Painters put $2.00 on their taxable net so now is the time to allocate smartly and secure your own futures by allocating a robust increase to Market Recovery.

Last but not least thanks to the rank & file members of our local for sending President Mike Delao, Recording Secretary Robin Rufino and yours truly to the Western Regional Conference and workshops to sharpen our skills to be able to provide the services our local members deserve.

In Solidarity,
Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3

Brothers and Sisters of Local 12,

I hope all is well as we prepare for the holidays and slowly approach the end of a busy year. I am happy to say that next year will be just as, or busier, than 2015. There are several PLA’s throughout the Bay Area that are being finalized. This means more opportunities for our signatories and more hours for our members. In down time I hope you have taken advantage of the training that is offered through the STAR Program. Remember that these days, safety is big on jobsites. Special certifications are required as they pertain to your specific craft. New products and tools are always on the horizon. All of these bullet points can be addressed through STAR.

All foremen, leadmen and supervisors who have not yet taken SCT 1, the new schedules are out and available. Remember that this is a requirement as per our Collective Bargaining Agreement. Many who have taken the class has had a positive attitude after completing the course and appreciated the information within.

There have been many misconceptions about the class and its purpose. In no way are we trying to tell you how to run work or your crews but to look at these courses as tools for your tool box as a supervisor. For those that have taken SCT 1, SCT 2 is available and recommended. SCT 2 is a refresher of SCT 1 along with detailed modules on job costs, record keeping and understanding the importance of contracts. SCT 3 is also available and is a two part course focusing on personal and financial understanding. The course is designed for participants to better understand their behavioral patterns and what’s behind their decision making.

Lastly I would like to report that the District Council 16 Leadership along with Delegates, and Local Executive Board Leaders, recently attended the Western Regional Conference held in Las Vegas. This conference was very informative and touched base on various procedures relating to union meetings, dues, per capita tax, etc. Thank you to all who attended and participated in the conference. Enjoy your family time and have Happy Holidays!

Respectfully,
Juan Calderon
Business Representative
District Council 16
Local Union 12
Dear Brothers and Sisters,

I am pleased to inform you that District Council 16 and Local 83 is revitalizing an important part of the union that had been forgotten for so many years. That is, our ties with our communities. Since the inception of the VAC program, we have built on that foundation to include a wide variety of community organizations. We have also made it one of our missions to reach out to our veterans returning home from service. For example, Local 83 recently attended the Veterans Job Fair Expo here in Sonoma County. Where along with Mike West, our Director of Communications and Chris Fallon, one of the instructors at the apprenticeship, were able to reach out and meet with some of the amazing men and women that have served our country.

I would also like to take this opportunity to reach out to you, the members of Local 83, that are currently a part of a community organization, or that are thinking of becoming part of a community outreach organization, in which you believe the union would be a good fit.

I am also pleased to say that the Graton Rancheria hotel broke ground in September and is in full swing. Like the casino, this is a very fast-paced project with a 13 month turnaround. Also like the casino, the hotel will be under a 100% Union PL. With that being said, this project will be requiring numerous local hire paper hangers. So if you are interested in paper hanging or just need to refresh your skills, I urge you to contact both the apprenticeship program and the STAR Program for training and upgrade courses.

In closing, I would like to remind you that Local 83’s regular monthly membership meetings are held on the second Thursday at 6 pm of every month, and wish all the members and their families a very safe and Happy Holidays!!!

Work Hard, Work Smart, Work Safely!

Matt Egan
Business Representative
District Council 16
Local Union 83

Dear Brothers and Sisters of Local 169,

It is hard to believe that we are quickly approaching the end of 2015. What a productive year it has been with so much accomplished!

We have negotiated and ratified a new contract for the Glaziers and Production Workers. We negotiated a contract for the Production Workers independent of the Glaziers which gave a much needed voice and vote. Glass Management agreed to pay and add Production Workers to the STAR Program which allowed them to participate in the training upgrades and rewards program that Glaziers have enjoyed for years. Both Glaziers and Production Workers participated in Wage Allocations.

Our new Bylaws that passed in May, now include member benefits and the local union Defense Fund. This will start 1/1/2016 with building reserves and will be implemented 1/1/2017 to offer assistance with members who are disabled and out of work for longer than 15 days with a benefit of $100 per week for a maximum of 10 weeks. (Physicians note confirming time off for disability will be required). This is being implemented for the good of our fellow brothers and sisters of Local 169.

It is also the time of year to join together in celebration of the holidays. Be sure to return the RSVP for the dinner as we are limited to the first 500 who respond with their deposit. As requested, the segment of the evening for dancing has been extended another hour. I look forward to seeing you there and all that the New Year will bring.

Please keep in mind that our local union meetings are held on the 4th Wednesday of every month at 5:30 pm.

Fraternally,

Tim Deal
Business Representative
DC 16 Glaziers Local 169
Hello Members of Local 272,

By the time you read this, local elections will be well underway or possibly over. I hope everyone eligible is registered to vote and exercises their right to vote. Politics and politicians do control through their actions, everything that affects us on a daily basis. A great example is just recently with the Salinas Unified High School District. In September amidst vast opposition from the “good ole boys club” in Salinas, by a 5-1 Trustees of the High School District, stood firm and did the right thing in voting for a Project Labor Agreement for the new $75 million, 5 year high school project. I know you all hear this all the time, but you’ll hear this again. This is the reason we need to elect union friendly politicians that will promote our way of life and not those that adversely affect us.

Speaking of upcoming work in the area, Kaiser Permanente just announced that they are expanding to build in the Scotts Valley, Santa Cruz and Watsonville areas. Work is to start at the beginning of the new year. This means more work for us as Kaiser only employs union contractors. What most of you in this area don’t know is that Kaiser is one of, if not the largest employer, signed to a District Council 16 contract.

Drywall Finishers and Painters are still staying pretty busy and it looks like it may stay like this a while longer. But in mentioning this, I need to really express the need for our Painters to step up and increase money from their wage increases to the Market Recovery Program. I cannot emphasize this more, especially now when there is money to do it with. The amount of jobs that are won for you and our contractors because of this fund is amazing. The truly odd part is the amount of work we / you lose because the fund has to close down during the year for lack of money is shameful. This fund is almost like, for lack of better words, a garden. Because the rewards you will harvest will be even bigger down the road than what you put in now. Help it grow, for you now, and for the future of our craft.

I would also like to congratulate those that qualified for the STAR event this year. I hope to see more of you there next year.

Fraternally,
John Papa
Service Representative
District Council 16
Local Union 272

Dear Members,

Since the last Pride we have accomplished a lot. We successfully completed negotiating the Glaziers, Drywall Finishers and Floor Coverers Master Agreements and Addendums. We completed two wage allocations that were bargained for in those agreements and are preparing for three more allocations effective January 1, 2016. We successfully transported local union membership to Sacramento in order to complete SCT 3 Training and enjoyed the benefits of the STAR Program by attending the annual rewards ceremony where four of our Local 294 members won additional prizes other than what was provided for just qualifying for the event.

I would like to take this opportunity to inform you of some changes to your Local Executive Board.

Recently Brothers Stephen Ritchie and Pete Garcia decided to resign from their positions as President and Financial Secretary. When I asked why, both of their answers were very similar, “nearing the time for me to retire I feel it is important to pass the torch to the younger members of the local, it is their turn.” On behalf of Local Union 294, I would like to thank both Steve and Pete for their service. I want them to know, as well as the rest of the membership, we will be planning a little something special for them at the December regular union meeting. With the resignations, BM/ST Christophersen appointed the following members to positions on the Executive Board; Vice President Frank Salinas was appointed to President, Trustee Norman Heath was appointed to Vice President, Trustee Juan Rosales was appointed to Financial Secretary, Member Ulysses Torres was appointed as Trustee and Member Brandon Valdez was appointed as Trustee. Treasurer Juan Flores Sr., Trustee Ralph Ornelas and Warden Gustavo Garcia remained in their respective positions.

Already the next election cycle is upon us. Presidential Primaries are very important to us; we also have a vital Mayor’s race in Fresno to be involved in and Local Bond Measures to support. Please when called upon to volunteer, do so! Our voice and support are very important to these races.

In Unity,
Jeff Roberts
Business Representative
District Council 16
Local Union 294
Greetings Members of Local 376,

I would like to thank all our local members who have given their time and efforts to our membership. I am happy to say that currently our out of work lists for both Painters & Drywall Finishers are close to empty. Just a reminder, you must call in the first of every month to be placed on the new month’s list.

The past few weeks have been busy here. Members who qualified for the STAR Award Event attended in September and one of our very own members won a Quad Runner. Congratulations Sarah Delgadillo, well deserved! Every member is able to attend as long as they meet the requirements. You can always call Lisa Brock and she can get you all the info needed to see you next year at the event.

Greetings Brothers and Sisters,

Our current work picture is very good and the majority of Local 487’s members are steadily employed. The short and long term outlook for Painters and Drywall Finishers looks good as well. The union continues to work with our industry partners to improve and enhance our training programs and engage ourselves politically at the local, state and national levels in a continuing effort to support our signatory contractors so that they can successfully compete in their respective industries and put work on their books, which means jobs for you to work on. Ultimately and undeniably the most important factor is and will always be our member’s performance and productivity on the jobsite. Are you the best that you can possibly be? This is a question asked of the participants in our Supervisor Training Program which now includes SCT 3, our first SCT 3 class was recently held in Sacramento with over 60 members in attendance, and you must complete 1 & 2 prior to enrolling in 3. Check the STAR Training Schedule and get signed up!

As you may recall the last week in July was probably the hottest of the summer and unfortunately the week we scheduled one of our Painter Apprenticeship Classes to repaint the exterior of our District Council Headquarters Building in Sacramento. Under the instruction of Harry Mowrey, the crew took ownership of the project and completed it in less than four days. We were all impressed with the hard work and talent of our young members and at the end of the last day we had a building with a whole new look. Thank you to Brother Mowrey and his class of hard working Apprentice Painters.

Your local union Executive Board has determined that we will once again have our annual December dinner. This year it will be on Monday December 14th which would be our regular union meeting night. We will begin serving around 6:00 pm, and as always the meal will be great so stop by and catch up with some of your fellow members.

Fraternally,

Steven L. Caster
Regional Director
DC 16 Local Union 487
Members of Local 507,

I hope that you are all doing well. We are still very busy and there is a lot of work out there. September was a really busy month. We had our STAR Program event, Local 507 Picnic and the Western Regional Conference.

Please try to make an effort to attend the STAR Program Classes. We just had a STAR event in September and it was a blast. Five lucky members walked away with a truck, two more lucky members walked away with Jet Skis and there were many other prizes. This is a really fun event not only for members, but also their families. Remember, you only need 500 hours worked in a year, no accidents and be a member in good standing. Also, you need to take 16 hours of STAR Program Classes. Remember, there is one mandatory class Survival of the Fittest.

The Local 507 Picnic was a success also. We had a total of 517 brothers and their families attend the picnic. A couple of lucky members walked away with some great prizes. This is a really fun event not only for members, but also their families. Remember, we do have some rules one of them is that you have to sign in person if you want to attend. The second one is if you don’t show up, you have to pay for the ticket. Only members who signed up for the picnic are allowed in. This event is free for you and your family, if you follow these simple rules.

Our president and I went to the Western Regional Conference. We were taught how to run a meeting properly and many other useful tools.

For brothers and sisters that live far away, you have the option to send your dues through the mail and I encourage it.

In closing, I would like to wish all my brothers and sisters Happy Holidays.

Fraternally,

Jose Espinosa
Business Representative
DC 16 IUPAT
Painters & Tapers Local 507
San Jose, CA 95131
(408) 824-1280


dearly, Sisters of Local 567,

We were successful in getting prevailing wage back on K-12 schools and university projects at the end of this year’s legislative session. However, it is at a rate of 90% of the regular prevailing wage rate. This was the best deal we could get out of the Republican controlled Senate and Assembly in 2015. We were only able to get this because the Democrats in both houses stood strong for construction workers until the last hour of the last day. Additionally, we have been successful in setting this coming year’s prevailing wage rates for all of the Northern thirteen counties in Nevada for the Painters, Drywallfinishers, and Floor Coverers.

Our next task, in regards to fixing the 90% prevailing wage rate, is to make sure our friends in the Democratic Party take back control of the Senate and Assembly at the election in November of next year.

We are now starting to realize the new Reno-Sparks economy we have heard so much about. No longer will this region be known as a little Las Vegas. Our economy is being forever diversified into one driven by green technology and data storage thanks to companies like Apple, Tesla and Switch. This new economy has already become a game changer for our union in the Sierra Region. With the severe shortage of skilled construction workers, contractors understand their best chance of successfully manning a project is by using our training program and hiring hall. This led to us signing W.G. Yates & Sons Construction Company at the Tesla Project where our members have already performed like the High Performance / High Value tradespeople we claim to be. We also wish to welcome our newest Paint and Drywall Contractor, Classic Finishes, LLC.

In closing and to back up my claims above, let me give you some numbers for the month of September 2015. Unemployment in Nevada dropped to 6.7% (the lowest since August 2008). Thirty-one (31) new members signed applications at Local 567. Sixty-nine (69) work referrals were issued by us. The Economic Development Authority of Western Nevada (EDAWN) explains the reasons for the new Reno-Sparks like this: Tesla/Switch, record job attraction, significant rebranding efforts, revitalization of downtown, housing boom driven by real demand, significant entrepreneurial energy and unprecedented connectivity.

Fraternally,

Todd Koch
Regional Director
Brothers and Sisters,

It is hard to believe that we are in the fourth quarter of 2015. I hope this issue of the Pride Magazine is finding all members and your families gearing up for a joy filled holiday season. We have a very busy 2016 ahead! Some of the largest projects in the history of our locals are prepared to start with our skilled manpower in early 2016. The below projects include some of what is to come:

- Transbay Terminal Center: 4.5 billion dollar project, coined the “Grand Central Station of the West”. This project includes a new five-story Transit Center spanning nearly five city blocks. When completed it will connect eight Bay Area counties and the State of California through 11 transit systems, including the future High Speed Rail from SF to LA. There is a ton of glazing work on this project, and it will possibly include the world’s largest glass floor, consisting of glass panels, 14 lites thick. The glazing is awarded to Crown Corr, Inc.

- Salesforce Tower: 1.1 billion dollar project with 61 floors and reaching a height of 1,070 ft. Upon completion, this tower will be the tallest building in San Francisco and the second tallest building in the Western United States. The envelope of this tower is awarded to Benson Industries who is a national signatory contractor.

- 181 Fremont Tower: 500 million dollar project with 54 floors reaching a height of 802 ft. This will be a mixed-use tower with offices from the 3rd to the 35th floor and 68-luxury condo’s on the remaining upper floors. The envelope of this tower is awarded to Benson Industries.

In closing, we as an International and District Council have a lot of opportunities and potential for growth within our crafts. It all starts within our home locals and in the talents, skillsets, volunteerism and activism of our members. I want to thank all our members for the hard work you do, day in and day out. Thank you!!!

The best way to predict the future is to become part of it.

Respectfully,

Madison Hull
Business Representative
District Council 16
Glaziers Local 718

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Brothers and Sisters,

With the ever changing façade of the construction industry, we must continually move with the current. That does not just mean go with what the others are saying, but find a way to thrust yourself and your industry into the forefront of the picture.

District Council 16 is teaming up with District Council 36 in Southern California and the IUPAT to institute a new Cal OSHA Standard for Industrial Painting and Surface Preparation. What this is going to mean for our members is a smoother pass to obtaining these hours through the opportunities that you all have with our training facility. This standard will mandate that the industrial painters that are working in California must have CAS (Certified Applicant Specialist) certification to work on these projects.

In the industrial industry working in the refineries, there are some other changes coming also. These will include the CAS certification as well as a 20 hour refinery specific training. This is part of the Senate Bill 54 which is intended to get a highly skilled workforce to perform the construction and maintenance work that ensures the safe upkeep of the facility. The curriculum for this training has been turned into the State of California for approval so that we can start training our members.

We also have had a change in our own apprenticeship. The industrial painters and painter/decorators apprenticeships have been divided, so we can train the upcoming workforce in the specifics of the industry they are working in. When an apprentice graduates from school as an industrial painter, they will have the same safety certifications of the current classes. This will build our members into highly trained, skilled and competent workers that will make our members and contractors the only choice for their industrial coating needs.

With all of the upcoming changes in the industry, it is imperative for all members to get ahead of this and start taking all available training and receive your certifications so you are more employable and become one of the leaders in our industry.

Regards,

Robert A. Williams III
Business Representative
DC 16/LU 741
Happy Holidays Brothers and Sisters,

I would first like to thank all of the VAC Coordinators, Delegates and Executive Board members for their dedication and commitment to the locals, District Council 16 and most importantly to the membership. If you are interested in getting involved there are many places to start, Union meetings, VAC events, Steward Training and STAR Classes.

2015 has been a very busy year and we have accomplished a lot. Some of the accomplishments over this last year include; a new Northern California Glaziers Master Agreement, Production Workers Agreement, Roll-Up Door Addendum and Combination Glazier Addendum.

In addition to the agreements, we also rewrote and ratified both local and District Council 16 Bylaws. We still have some work left to do for Allocation of Wages for the year 2016.

It is great to see that almost all of our Glaziers are staying steadily employed. We have been bringing in a lot of new members and the work outlook in Sacramento looks great. We will be working with local high schools to try and start recruiting young men and women to become Glaziers and other IUPAT members. It is very important that we get the IUPAT name into the public in a positive and supportive way.

If we are going to grow, we need to start to think of things differently. We will need to go back to the roots of the union movement. Some of the things that we need to look at are; fair wages, health care, quality of living and retirement. We need to reach out to our friends, our neighbors and to anybody that will listen. We need to let them know that they have the opportunity to be part of the IUPAT and the union movement! When we succeed we will know it was because we are dedicated in our beliefs and the goal to grow new membership.

Fraternally,

John Tweedt
Business Representative
District Council 16
Local 767

Brothers and Sisters of Local 913,

First, I’d like to congratulate our very own Brother Eric Jones on his appointment as Apprentice Representative on the Apprenticeship Committee. Brother Jones has exemplified the spirit of High Performance/High Value not only on the job, but also with his active participation in our local union and District Council 16. I look forward to working with Brother Jones on the Apprenticeship Committee.

More good news, this time for Drywall Finishers. SCS, a division of Swinerton Builders, is now signatory with District Council 16 and providing another employment opportunity for Drywall Finishers. So if you see them out on a job, they’re with us. While we’re on the topic of seeking employment, please don’t forget to notify your local union when you are working for a different employer. Our District Council and local union Bylaws clearly state this responsibility. One of the reasons for this is that it allows us the ability to present a dispatch as proof that a member is working for an employer when trying to recover wages and benefits. Without that proof, an employer could deny you were ever employed with them.

By the time this magazine is delivered to your mailbox, the Painters would have already allocated their $2.00 increase that goes into effect January 1, 2016. Hopefully the Painters in District Council 16 have recognized the importance of investing in Market Recovery by applying some of their increase into that fund.

The Market Recovery Fund has more than proven itself to be an effective tool to use while we recover our market share.

As a reminder, Drywall Finishers will not receive an increase on the check on January 2016. Drywall Finishers voted to allocate their January 2016 $2.05 increase into their Annuity, JATTF, Organizing, Pension, Health & Welfare and Vacation/Holiday.

Local 913 meetings are held every 1st Wednesday of the month.

Fraternally,

Carlos Martinez
District Council 16
Painters & Drywall Finishers
Local 913
Dear Brothers and Sisters,

I hope this issue of the Pride finds you and your family doing well. Work in the Central Valley has slowed down in the past two months. I have talked to several contractors and they have had some projects that are behind schedule or have been pushed back. If you are not currently working please put yourself on the out of work list. Be aware that the list clears at the beginning of each month.

In closing, please update your beneficiary card with our local if you haven’t in a while, and also if you have moved, update your address with this office. I would like to wish everyone a Happy Holiday and a safe one.

Please make an effort to attend the local union meetings held on the third Tuesday of the month at 5:30 pm at 2020 Williams Street in San Leandro.

Fraternally,

Jose Santana
Regional Director
District Council 16
Local 1176

Local Union News

For the Parking and Highway members, I’ve been working on getting into another medical plan where the cost is less and the hours are lower to be eligible for the month. That’s the reason why we haven’t had a meeting on the contract, hopefully by the time you get this article we will know if we are in this new plan.

It’s good to notify the members in the Automotive Industries Health & Welfare Fund that there will not be an increase on the medical plan this year.

Kelly Moore members, we will be meeting with management and discussing transferring over to the Union medical where it’s a lot less expensive. Hopefully we can start this new plan at the beginning of the year, I will keep you informed.

Dear Brothers and Sisters,

I can’t believe the end of the year is closing in on us, it’s been a good year for this Local, all companies have been busy this year.

It’s sad to announce that Hanzel Auto Body is closing their doors after over 50 years in business. For the workers at the shop, I’m in negotiations on getting a severance package and will be meeting with you when we are done. I would like to wish Henry Hanzel all the best.

Addendum and receive a fair wage increase for the next three years. In the new agreement we will receive $2.00 a year or $6.00 over three years, shift work went from time and 15% to time and 20% and subsistence went from $40.00 a day to $45.00 a day.

Apprentices, please make sure that you attend your scheduled week of training. I have received several emails from the JATC about apprentices being dropped from the program for not attending training. If your employer tells you that they need you the week of your scheduled training, please call me.

I would like to see more apprentices at our local union meetings. As an apprentice you are starting a career as a union tradesman and one of your responsibilities as a union member is to attend union meetings. Help with making local decisions, electing officers, voting on where to put wage increases and be involved with the future of your local. I hope to see you all at our next meeting.

Please make every effort to attend the Local Union meetings held on the first Tuesday of the month at 5:30 pm at 7111 Governors Circle in Sacramento.

Fraternally,

Randy Rojas
Business Representative
District Council 16/Local 1237
Members of Local 1621,

I’d like to congratulate every member on passing the Northern California Master Glaziers Agreement. The next step is to vote on where you would like your money to go. As you know we have $.75 that will be deducted to pay for the pension deficit leaving us with $1.50 to allocate. Health and Welfare numbers came in at $.05 and with the passing of the new bylaws we have a ten cent member benefit fund. So we are left with $1.35 this year to allocate. Health and Welfare numbers came in at $.05 and with the passing of the new bylaws we have a ten cent member benefit fund. So we are left with $1.35 this year to allocate. Check your mail for the date and time of the Allocation Vote as the raise is effective January 1, 2016.

In October the Production Workers had a ratification vote for their new contract. The contract had several improvements including the contribution by the contractors for our STAR Program of $.25. The contract is a four year deal.

Local 1621 signed a new contractor - The Wright Solution Doors and Service. John Marfia, Owner Member is looking for qualified employees that know Security Entrance and Door Automation. Anyone wishing to learn this tight niche market may give me a call and I will put you in touch with John.

The work picture continues to grow. Currently, we have a total of 4 members on our out of work list. Work forecast is scheduled out for at least two to three years. Now is the time for employers to start hiring apprentices in every one of our shops. Seele and Permasteelisa are beginning to man up for the Apple job. They are currently looking for Foreman. If you are interested in a leadership position please supply me with a current resume to get to them. They are going to start hiring Journeyman within the month of November.

The VAC calendar is filling up as we come to the end of the year. Remember by having 3 VAC events it qualifies you to be invited in the yearly dinner. Anyone can come to a VAC so bring a friend and have them qualify with you.

I would like to take the time to wish everyone a safe and Happy Holiday season. Just a reminder Local 1621 Holiday Party will be on December 5th at the San Jose Marriott. Look in the mail for your invitation.

Sincerely,

Brett Davis
Business Representative
DC 16
Local 1621

Editors Note: My favorite task as your Director of Communications is to be out in the field thanking the members for their hard work and taking their pictures for the Pride and website. Thanks to all those who I have yet to thank in person, I hope to see you soon. Mike West
District Council 16
2705 Constitution Drive
Livermore, CA 94551