



The Pride

August - October 2008

The Home Of High Performance / High Value Finishing Craft Workers



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Members Welcome

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Message from the Business Manager



*Doug Christopher
Business Manager/Secretary Treasurer
District Council 16*

It is with great pleasure that I extend my fraternal greetings to each and every member of District Council 16 in this first issue of “The Pride”. We decided to name our newsletter “The Pride” because our logo depicts a fighting lion and we all, like a pride of lions, must rely on one another in order to thrive and ensure our survival. We also take great pride in what we do and who we are as union craft workers. The Pride will be published quarterly and is intended to keep you, the membership, informed about the goings on throughout District Council 16 as well as recognizing the

accomplishments of our members.

For those of you who do not know me, my name is Doug Christopher and I am the Business Manager/Secretary Treasurer of District Council 16. It’s a long title but all it really means is, the buck stops in my office and it is my job to lead the pride. However, leading this very large and diverse District Council is not a one man show; it takes an entire team of district council leaders, local union leaders and most importantly an informed active membership in order to achieve our organizational goals. The leadership team here at District Council 16 is made up of myself as your Business Manager/Secretary Treasurer, Tim Davis as your Director of Service, John Sherak as your Director of Organizing and Chris Christophersen as your Director of Communications. In addition we have thirty-five Business Representatives representing seventeen local unions and an additional 10 full-time organizers. We are all dedicated to representing our members’ best interests and feel that this newsletter will be a valuable tool that will ensure that all of our members are informed with regard to matters of interest to them.

High Performance/ High Value What Is It And What’s In It For You?

Throughout the recent negotiations the union developed and promoted our defining characteristic, high performance/high value. High performance/high value is about each and every one of us embracing

The union must take the initiative to create and sustain an environment that challenges each and every member to strive to become the best worker and/or best manager that they can be.

a quality driven work ethic that not only challenges oneself to raise the bar but also challenges those around us to do the same. Do not get me wrong; there is no question that our members are the best of the best. The question is; are we satisfied with the status quo? Are we the best that we can be? There is, and will always be, room for improvement and if we each personally commit to improvement we will each realize personal gains. It is obvious that

if we improve our productivity, efficiency, behaviors and attitudes we would each personally become more successful and experience increases in our annual income and achieve a greater sense of satisfaction related to the work we perform every day. If we all buy in to developing and promoting a high performance/high value culture, we can increase the level of success we each experience through the hard work we have all chosen to dedicate a significant portion of our lives to. The work we have dedicated ourselves to is that which impacts our lives, and the lives of those we love, the most. I think it goes without saying that we all have a significant interest in improving our quality of life.

In negotiations we also discussed the way in which our contractors manage our members. We agreed that our members productivity, efficiency, behaviors and attitudes are limited due to the way in which they are managed? It seems self evident that if you expect the people you are managing to change their behaviors and attitudes you must also change the way in which they are managed. Let me ask you this, what other successful business model puts untrained workers in charge of the businesses most valuable assets? Isn't that what management is doing? Management takes our members who are the best at installing and/or applying our products at the site of construction and elevates them to managerial positions with

little or no training. Management often does not consider that once they have elevated these most qualified mechanics to leadman, foremen and superintendent status their managerial skills become much more important than their mechanical skills. More often than not management provides no managerial training to these leadman, foremen and

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superintendents and yet their main function becomes managing the employers workers. Management must recognize and implement strategies that motivate their workers to embrace a high performance/high value work ethic. Our members are not only motivated through compensation; they are motivated by other factors as well. A key motivational factor is being included in the decision making process and yet another is feeling appreciated for the contributions they make to the success of the jobs they work on and their employers as a whole. Our members want to be

recognized for the contributions they make to the industries they work in and the wealth that they help build. In order to cultivate a high performance/high value culture management must dedicate itself to developing, promoting and delivering more sophisticated personnel management strategies designed to cultivate a high performance/high value culture amongst the workers.

The union must dedicate itself to developing and promoting a high performance/high value culture on a daily basis. The union must work with management in creating and delivering the necessary training to both the managerial staff and our members. The union must take the initiative to create and sustain an environment that challenges each and every member to strive to become the best worker and/or best manager that they can be. It's a simple mathematical fact that 50% of our members are above average. The union must cultivate those members to not only improve their own productivity, efficiency, behavior and attitudes but challenge all the members that they come into contact with to raise the bar as well. If promoted properly this high performance/high value philosophy will be understood to be in everyone's self interests, because it is.

High performance/high value, so what's in it for you? You will enjoy increased annual income, a greater sense of satisfaction, a

feeling of being appreciated and an overall sense of pride in being personally responsible for your own success and the success of your employer and your Union. So, what's in it for the management? The employer is more competitive, the employer is more attractive to desirable employees and finally, the employer will enjoy a greater sense of pride in accomplishing increased management profit objectives while creating an environment that promotes individual success and values each and every employee. So, what's in it for the Union? The Union would enjoy an increased membership base, an increased contractor base, an improved bargaining relationship with management and an overall sense of achievement and pride in living up to our words "we are the best".

Implementing a high performance/high value culture is designed to improve our unionized construction industries competitive position in the market place through the motivation of all the players; the workers, management and the Union. It is intended to raise the bar with respect to how we work together in delivering our goods and services to the consumer. Promoting a high performance/high value culture is essential for the continued success and growth of our unionized construction industries. If we hope to achieve cultural change it will take all three parties working together and pulling in the same direction.

Any one or two of the parties can embrace and promote this change and be somewhat successful but without all three working together we will never reach our maximum potential. We need to be motivated and embrace a high performance/high value quality driven work ethic in order to realize our fullest potential.

The \$9.00 per hour increase over the next three years that was just negotiated in the Glaziers, Floor

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Covering and Drywall Finishers Master Agreements represents the single largest monetary increase ever negotiated for any craft within District Council 16. The result of these negotiations reflects the union's commitment to management to embrace high performance/high value. The result of these negotiations also reflects managements commitment to the union and its'

membership that they will do their part to embrace high performance/high value. The largest ever monetary increase was agreed to by management in these negotiations as a show of faith that we will do our part.

Both the Union and Management agreed on taking the actions described herein and committed to take the necessary steps to foster a high performance/high value culture. One of those very important steps includes the creation and funding of the STAR Program. The STAR Program is a reward based training program that will provide safety, skills and supervisor training to all members regardless of classification. In the next issue of The Pride we will give you a much broader overview of the STAR Program.

The Union committed upon its own behalf and on behalf of its membership to do its part and embrace a high performance/high value culture. We got in return the largest increase ever negotiated. I implore each and every one of you to think about high performance/high value and decide for yourself whether or not you think it is truly in your own best interests. I am not asking you to embrace it because it's good for the Union and I am not asking you to embrace it because it's good for your employer. Although both are true; I am asking you to embrace it because it's in your own self interest.

Meet the District Council 16 Staff



Back Row Left to Right: Carl Jones, Dan Biesterveld, Daniel Belau, John Papa, Ron Kessler, Bob Rash, Tony Tofani, Dave Figueroa, Haden Blaylock, Steve Caster, Chris Christophersen, Gene Hopkins, Tim Davis, Lance Ryken, John Sherak, Joe Upchurch, Jon Soderman, Curtis Day, Sam Trujillo, Joe Santos, Mike West
Front Row Left to Right: James Ruigomez, James Hewett, Les Proteau, Elmer Kennessey, Doug Yamamoto, Vince Echeverria, Rich Kennessey, Dan Angel, Cecil Longoria, Juan Calderon
Not Pictured: Todd Koch, Steve Huckaby, Jose Santana, Don Deming, John Hughes, Jazy Bonilla, Russ James



District Council 16 Office Staff
From left to right: Chris Colunga, Laurie Pacheco-Cordeiro, Gena Castro

Director of Service



Tim Davis

“At Your Service”

One of the most crucial elements required to be successful at anything is to understand the task before you, to “know your job”. Every employee of this Council has a shared understanding of that. We are simply, guys who work for the union with one clearly defined goal, make the union work for you, the member. Your BM/ST has made it clear since day one “it’s all about the member”. In this initial article I thought it would be appropriate to generally outline how the service department works in hopes of servicing you.

District Council 16’s service team consists of five geographic areas with respective teams in each representing all of our crafts. These teams are the East Bay, West Bay and South

Bay teams in the greater Bay Area, our Valley team working from Sacramento throughout the valley to Fresno and the Sierra team overseeing your needs in Northern Nevada and the Tahoe Basin. All teams regularly visit and “sweep” job sites to ensure union density and our presence, while working with the organizing department to combat our non-union competitors. All respond to your needs in policing our contracts and protecting your negotiated rights by building relationships with our employers and when needed through initiating the grievance procedure. Each Service Representative oversees their Local Union’s day to day operations, is assigned to attend and participate in their area’s Building Trade and Central Labor Councils (working with our brothers and sisters from other unions in your interest) and are also involved in their craft’s Joint Apprentice Training Committees as well as the District Council’s Voluntary Activist Programs. All these tasks are done with one main objective; provide employment opportunities with superior conditions and benefits for you, the member.

In pursuing that objective I have found that the greatest tool in our tool box is an educated membership. A membership that is fully aware of the vital

role they play in our efforts to succeed.

All of us, regardless of craft should be proud of this summer’s recent accomplishments at the bargaining table and in strengthening the relationships we have with our employer partners by ratifying three Northern California Master Agreements as well as many new area addendums. Now begins the real work, the daily commitment to maintaining the integrity of those agreements. In the near future every member will receive a copy of their contract. Read it. Educate yourself to the entitlements you have within it, encourage your peers to do the same and refuse to accept anything less than those guaranteed. Believe me when I say that a member who knows all of the benefits and conditions of their agreement is our greatest asset.

It is my hope to use this newsletter in improving our service to you while offering continued education and opportunities for involvement in “your” District Council. I welcome your comments and input and I leave you with this invitation: feel free to challenge your service staff to be the best that it can be. Remember, we work for you.

Member Spotlight



Scott Askins of Local 12 has been a Floor Covering Installer for over 20 years. Just recently Askins endured a life threatening medical situation which greatly influenced his involvement with his fellow brothers and sisters and the Union. As Askins put it “I recognized even more during that time how important it was to have a strong relationship with the Union and my employer”. Since then Askins became a shop Stewart, an Executive Board member and Union Recording Secretary. As much as Askins has done he hopes, to continue to rise within the Union so he can help his fellow brothers and sisters even more. Askins has been married to wonderful woman for the past 14 years and they share two boys together.



Vern Miller, of Local Union 913, has over 20 years of experience in wall covering and painting. He has worked for Jerry Thompson and Sons for over a year, completing high profile jobs, such as The Intercontinental Hotel at 888 Howard Street in San Francisco; a job that has reshaped the downtown skyline. Vern graduated from our apprenticeship program in 1992 and ran several boutique hotels for G&B Painting at the Fisherman’s Wharf Holiday Inn, the Civic Center Holiday Inn and several others. Vern and his fellow

Wall Covering Installers have also installed some of the most difficult and interesting looking material at the Sheraton Court Hotel in Fisherman’s Wharf. The hallway material at the Sheraton has an 8-inch horizontal, wave like pattern of blue and white that runs down the hallway. Vern and his wife share four great children together, the youngest being 16 years old and the oldest being 21.

This section is dedicated to all Brothers and Sisters



The members of Local 567 are proud to honor Brother Brad Dodd for his commitment to his union and his work ethic which exemplifies the District Council 16 High Performance / High Value attitude.

Brad previously worked for a non-union contractor for over 15 years before Brother Allan Bokker talked him into joining Local 567 in July of 2006. Since then he has been working for Lindell's Painting Service of Sparks, Nevada. Recently, he worked on two highly visible and high quality projects, the University of Nevada Reno Joe Crowley Student Union and the University of Nevada Reno Knowledge Center. Brad is currently a Painting instructor at the Northern Nevada Painters & Allied Trades Training Center, a Labor Trustee on the Joint Apprenticeship and Training Committee, and he recently served on the Painter's Negotiations Advisory

Committee.

In addition, Brad volunteered as a chef, cooking *carne asada*, at the last two union picnics. Brad, his wife Shaunna, and children Skylar and Brad have been delightful additions to our union family. We salute Brother Brad Dodd for what he has done in only two years of being a District Council 16 member.



Andy Conner of Local 718 has been a foreman at the San Francisco Housing Authority for 7 years. He directs and supervises a crew of Glaziers, who handle the glazing duties for the maintenance and improvement of over 6,000 units of public housing in San Francisco. Andy is currently in his 18th year with San Francisco Housing Authority. Andy became a journeyman in 1986 after completing his Glazier Apprenticeship. Besides leading his fellow brothers and sisters, Andy is also married to his great wife Sharon, who he shares three children and four grandchildren.

who best exemplify “High Performance / High Value”



A Little Fox History

Fox Theater first opened its doors to the public in October of 1928. When it opened in 1928, it was one of the biggest movie theaters, with the largest stage on the west coast. But business for the Fox Theater began to dwindle with the invention of the television, and sadly had to close its doors in 1966. While the Fox Theater was closed it survived an arson fire in 1973, and an attempt to make it into a parking lot in 1975. Then Oakland made Fox Theater a city landmark in 1978, and two years later in 1979, it was put on the National Register of Historic Places. Fox Theater wouldn't be used again until the Christmas season of 1983 and 1984 where the Victorian Dickens Fair was staged. Then in the late eighties, parts of the movie "Sneakers" with Robert Redford and Sidney Portier were filmed at the Fox.

In 1996 the city of Oakland purchased Fox Theater from Erma DeLucchi, who had hoped to restore the theater with her late husband. In 1999 after the city repaired damages from the 1997-98 El Niño season, the small-interest group, Friends of the Fox, convinced the city to repair the theater's sign. After the sign was repaired an editorial in the Oakland Tribune suggested that local developer Phil Tagami, who had restored Kahn's Department store, take on the challenge of restoring the Fox Theater. Initially when the city bought the theater, Tagami promptly



approached them with a plan to restore the Fox Theater, but was unable to get their approval. A few years later Tagami gathered with other individuals and organizations that were interested in saving the Fox Theater, and presented a plan which the city approved. Tagami considers the restoration of the Fox Theater as a gift to the city of Oakland.

Because of the hard work of our brothers and sisters in District Council 16, Fox Theater will once again open its majestic doors to the public on October 27, 2008, over 40 years after its first shutdown and exactly 80 years after its initial opening.

For more information on the Fox Theater visit www.oaklandfox.com.

Nearly Showtime at the Fox



District Council 16 members from everyone of our crafts are involved in restoring the Fox Theater. Drywall Finishers, Painters, Glaziers and Floorcoverers are doing their part to ensure that the Fox returns to it's original beauty for future generations to enjoy. Evergreen painters arrived in August of 2007 to start bringing color back into the Fox. They have been painting some of the most intricate aspects of the theater, but much more is still needed until opening night. As one walks into the theater, the first thing you will notice is the new glass installed by members working for Guarantee Glass. Drywall Finishers from Archuleta & Associates have been preparing the way to ensure the finishing crafts deliver on time. When the carpet rolls out on October 27, 2008 be assured all the floorcovering will have been installed by members from Andersons/Linoleum Sales.



The Fox Theater is a special place for Local 3 member Jerry Jordan. While growing up in Oakland one of the first movies Jerry ever saw was "Hercules on Chains" here at the Fox. The Fox will always hold cherished memories for Jerry and he takes great pride in being one of the members to return it to its glory.



Photo: <http://www.floridacounty.com/photos/rich/evers/2450472593/>

Barack Obama Would Create Good Jobs and PROTECT Wages

Barack Obama believes in an “aggressive strategy to create good, middle-class jobs” and would invest in education, training and workforce development to create high-wage jobs and compete in a global economy.

OBAMA ON JOBS:

Obama Would Strengthen the Renewable Energy Sector to Create New Jobs. Obama proposes a federal Renewable Portfolio Standard and to extend the Production Tax Credit, which have the potential to create hundreds of thousands of new jobs and increase renewable energy production. (Obama for America website)

Obama Would Develop and Deploy Clean-Coal Technology. Obama will significantly increase the resources devoted to the commercialization and deployment of low-carbon, clean-coal technologies. (Obama for America website)

Obama Would Make the Research and Development Tax Credit Permanent to Help Create Higher-Paying Jobs. “Obama believes we need to double federal funding for basic research and make the research and development tax credit permanent to help create high-paying, secure jobs.” (Obama for America website)

Obama Voted Against Privatizing of Federal Jobs. Obama voted to block privatization of federal jobs. (S.Amdt. 4895 to H.R. 5631, Vote 234, 9/6/06)

Obama Voted for Major Highway and Transit Program to Create 1 Million Jobs. Obama voted for a six-year, \$286 billion reauthorization of the federal highway and transit construction program that would create 1 million jobs protected by Davis-Bacon prevailing wage standards. (H.R. 3, Vote 200, 7/29/05)

OBAMA ON WAGES:

Obama Opposed Disqualifying Millions of Workers from Overtime and Equal Pay Protections. Obama voted against a measure that would have disqualified as many as 10 million workers from minimum wage, overtime pay and equal pay protections under the Fair Labor Standards Act. (S.Amdt. 128 to S. 256, Vote 27, 3/7/05)

Obama: Construction Workers Must Make Prevailing Wage. Obama said, “We need to make

sure workers building America's infrastructure are making the prevailing wage and getting the benefits they deserve." He voted against a proposal to strip prevailing wage requirements from bridge construction projects. (S.Amdt. 2844 to H.R. 3074, Vote 334, 9/12/07; Barack Obama speech to Building Trades Conference, 4/15/08)

Obama: Government Must Use Project Labor Agreements. Obama believes "the government uses project labor agreements to encourage completion of projects on time and on budget." (Barack Obama speech to Building Trades Conference, 4/15/08)

Obama Voted to Raise the Federal Minimum Wage in 2005, 2006 and 2007. Obama voted for an increase from \$5.15 an hour to \$7.25 for the federal minimum wage in 2005 and 2006. In 2007, Obama voted for a "clean" increase to \$7.25 an hour, free of another round of corporate tax breaks sought by Republicans. (S.Amdt. 4322 to S. 2766, Vote 179, 6/21/06; S.Amdt. 44 to S. 256, Vote 26, 3/7/05; H.R. 2, Vote 23, 1/24/07)

Obama Opposed Repeal of Federal Minimum Wage. Obama voted against a measure to allow states the right to determine the minimum wage, thereby abolishing a federal minimum wage protection. (S.Amdt. 116 to S.Amdt. 100 to H.R. 2, Vote 24, 1/24/07)

Obama Voted for Ledbetter Fair Pay Act. Obama voted for the Ledbetter Fair Pay Act to restore protections against pay discrimination that were eliminated by a U.S. Supreme Court decision. (H.R. 2831, Vote 110, 4/23/08)

Obama Would Extend the Family Medical Leave Act to Cover More Workers. Obama proposes extending the Family Medical Leave Act (FMLA) to cover businesses with 25 or more employees. He would extend it to allow workers to take leave for elder care needs, allow parents up to 24 hours of leave each year to participate in their children's academic activities and cover leave for employees to address domestic violence. (Obama for America website)

Obama Would Provide \$1.5 Billion to States to Adopt Paid Leave Policies. "Obama will provide a \$1.5 billion fund to assist states with start-up costs [for paid-leave programs] and to help states offset the costs for employees and employers." (Obama for America website)

Obama Voted for Harsher Penalties for Employers That Violate OSHA and Wage Protections. Obama supported an amendment that made "willful" or "grossly negligent" safety and health violations of the Occupational Safety and Health Act (OSHA) a criminal felony, provided back pay to undocumented workers in cases of employer wage-and-hour violations and increased fines for wage-and-hour infractions and OSHA violations. (S.Amdt. 4106 to S. 2611, Vote 141, 5/23/06)

Obama Supported Protecting Workers' Vacation and Severance Pay from Bankruptcy Actions. Obama voted for an amendment protecting workers from losing vacation and severance pay when their employers declare bankruptcy. (S. 256, Vote 32, 3/9/05)

Remember to Vote on November 4th for

Change we can believe in

Register to vote online at www.dc16iupat.org

Graduating Apprenticeship



Graduates and guests enjoy the ceremony at Scott's Seafood Restaurant in Jack London Square on Saturday, June 21.



Doug Christopher, Business Manager / Secretary Treasurer of District Council 16, speaks on the benefits of having high performance / high value graduates.



Apprentices lining up to receive their certificates.



Matthew Kral enjoys the moment with his mom and dad as the Outstanding Glazier Apprentice of 2008.



Jose De Jesus Flores-Garcia was awarded the Outstanding Floor Covering Apprentice of 2008.

Class of 2008



Left: Congratulations to Steven Nice on being the Outstanding Taper Apprentice of 2008, not to mention a new outstanding father. He lives in El Sobrante with girlfriend, Cynthia and new son, Tristan, born on May 20, 2008. Steven is pictured with Business Representative Haden Blaylock



Above: At the new Vacaville Kaiser Hospital, Randy Phillips Sr. (right) is proud of his son Randy Phillips Jr. (left) who happens to be the Outstanding Painter Apprentice of 2008.



Mark Watchers, Executive Director of Training, addresses the audience at the apprenticeship graduate dinner.



Below and to the right: Looks like everybody had a great time at the graduation, as members leave with loved ones. It was night that fellow members and family will never forget.



Director of Communications



First Edition

EXTRA!! EXTRA!! Read all about it

We call it *The Pride* for a reason. All you have to do is put any of our members from any one of our trades in a room and you have a whole lot of pride and then some. With good reason, it's because they are the best. I would like to welcome and thank all the members of District Council 16 who participated in the first edition of *The Pride* and the success we anticipate in going forward with it.

So let's talk about what's going on and where this department is going. This is just the first example of another tool that we are going to utilize in the future to meet the needs of members and for members to find important information, such as how to access trust funds and training information, plus some Local Union news from around the District

Council. As you read this first edition of *The Pride*, I am already working on updating another tool that is available to all of us, the District Council Web site (www.dc16iupat.org), by keeping it current with what's going on around us with the help of the Service Department and the Organizing Department. Current wage sheets are already available and we will continue to update them.

As working men and women we also have the responsibility to make sure we turn this country around politically. You may have noticed that the International Union of Painters and Allied Trades along with the AFL-CIO and the Building Construction Trades Department have endorsed Barack Obama for President of the United States.

Simply put, we can no longer continue the destructive path we have been on for the last eight years. I am including a voter registration form for you to fill out if needed. I would expect to see the District Council V.A.C. program to gain membership in this very important election year. Contact your Business Representative or go online to www.dc16iupat.org for more information about the V.A.C. program.

I look forward to working with my fellow Brothers and Sisters to ensure that we maintain High Performance / High Value throughout District Council 16.

Fraternally,

Chris Christophersen
Director of Communications

Below: East Bay Team enjoys a victory celebration party at Tilden Park in Berkeley on June 26, 2008 with newly elected State Assembly member Nancy Skinner representing California's 14th Assembly District.



Below: V.A.C. Members show their support for Ahsha Safai who is running for San Francisco Supervisor in District 11.



Important Elections

Re-elect Jerry McNerney in California's 11th Congressional District. It just seems like yesterday when Jerry asked for our support and once again we need to get involved and keep Jerry in office to support the needs of working men and women.

Let's not make it a close race for California's 4th Congressional District and elect Charlie Brown.

We have been there from the start and we are not about to stop now. Joan Buchanan has been elected the democratic nominee for California's 15th Assembly District and we plan on doing our best to take her to Sacramento.



Communications Director Chris Christophersen enjoys a moment with friend and new State Senator Loni Hancock who represents California's State Senate District 9.



A friend of the IUPAT in Washington DC, Congressman Mike Honda visits with some DC16 staff in San Jose, CA on June 28, 2008.

Council News





Massey Building
TRICE COUNCIL 16

DC 16



Apply now it's here

The Walter Cantrell Scholarship

Investing in our families future
and education

See the following page for application, rules
and guidelines

Five \$2,000 Scholarships available

Application deadline is September 15, 2008

Winners will be announced in October of
2008

Walter Cantrell Scholarship

Eligibility

Eligibility requirements for receipt of the Walter Cantrell Memorial Scholarship are as follows:

A) Applicants must be dependents (sons, daughters or legally adopted dependents) of any member who has remained in good standing as defined in the Constitution of the International Union of Painters and Allied Trades Constitution with IUPAT District Council 16 for a period of not less than one year.

B) Applicants must be under the age of 25 years, and must attend within one year of the date of award, a certified College, University, Vocational Tech/Trade School or other such institute of higher learning. Award winners must provide proof of enrollment in the qualifying institution of their choice within the period of one year of the award date, failure to do so will constitute a forfeit of the award.

Essay Process/Application Period

Scholarships will be awarded to eligible applicants based on the content of an essay to be written by each applicant. This essay will be written on a chosen subject matter as determined by the following process:

In the month of April in each year, all Board Members will submit a topic for essay consideration and the Chairman of the Board will choose from those the subject matter for the upcoming year's essay. The essay topic and a scholarship application form will be provided to all requesting applications during the month of August of this year 2008 and essays will be accepted for consideration up to the date of September 15 of this year 2008. All essays must be accompanied by the provided application form and this form must be completed in full. Essays are required to be no less than one thousand words without exceeding two thousand words and are to be typed or prepared using a legible word processing program (Microsoft Word or suitable alternate). Essays should not reference any personal relationships with members within District Council 16, Local Unions and Crafts.

This years essay topic is:

“The Pros and Cons of Unions”

Any submittals not meeting the above requirements will be removed from consideration.

Exception: Persons who have received a previous award from the Walter Cantrell Scholarship Fund are not eligible for consideration.

Application Form

(Must be submitted with essay)

SSN/SIN _____

Name _____

Address _____

City State Zip _____

Male _____ Female _____

Date of Birth _____

Single /Married _____

Date of Graduation _____

Mail To: **District Council 16**
2705 Constitution Drive
Livermore, CA 94551

List the College, University, Vocational/Technical School or other institution of higher learning you are attending or planning to attend.

Briefly describe the course of study you intend to pursue and the educational goals you have established for yourself.

DC16 Local Union number of parent/guardian who is member

DC16 Member's Name _____

Member's Signature _____

Member's SSN/SIN _____

Date _____

Director of Organizing



John Sherak

For those of you who do not know who I am, my name is John Sherak and I am the Director of Organizing for District Council 16. The Organizing Department has a staff of sixteen full-time organizers. As the Director of Organizing I oversee the growth and development of the 15 organizers who are spread out all over Northern California and Northern Nevada. The Organizing Department's sole mission is to organize non-union contractors into our union or drive them out of our markets and/or area. This helps create an even playing field for our union contractors and makes our union contractors more competitive in the market place. This translates into more job opportunities for our membership which is our true interest. Organizers also have other functions that may include, but are not limited to, stripping non-union

employees, dealing with the National Labor Relations Board, the Department of Industrial Relations, picketing job sites, assisting with administration and coordination of strikes and working with our attorneys exploring legal remedies to our organizing efforts. The Organizing Department works in conjunction with the Service Department in creating job opportunities for our members and increase our overall market share in all of our crafts.

So far this year we have been successful in organizing twenty-two new contractors into District Council 16. Over the last 5 years we have organized two hundred fifty-seven new contractors of which nine were auto body shops, sixty-four were drywall contractors, fifty-seven were floor covering contractors, fifty-six were glazing contractors and seventy-one were painting contractors. That's two hundred fifty-seven new contractors that our members are currently enjoying working for under the terms of our collective bargaining agreements. Through our efforts countless jobs have been taken away from non-union shops and given to our union shops. So as you can see organizing is about creating job opportunities for our members.

We are committed to continuous improvement in our performance

in the Organizing Department. Under the leadership of our Business Manager/Secretary-Treasurer Doug Christopher we are committed to High Performance/High Value. High Performance/High Value is not just about what the membership can do to raise their game or what management can do to raise theirs, it's also about the Union raising its game. We anticipate that increasing our performance will translate into higher value for you the members through greater results in organizing. In raising our game all of us at District Council 16 are consistently reminded that rule #1, put the membership first, drives every decision and is the foundation upon which every plan is built. To that end we are driven to do our best every day.

I would like to thank all of you who participate, assist and volunteer with the Organizing Department through the District Council 16's Voluntary Activist Committee. Your support and the enthusiasm you bring to the table is greatly appreciated. I am very excited about this first publication of The Pride and I am looking forward to using it as a tool to keep you, the membership, informed about what the Organizing Department is doing to bring value to your membership in District Council 16.

Dear Brothers and Sisters,

This year Local 3 was given the opportunity to get involved in many aspects of local politics. I want to thank all the members for getting out there and showing their support for all the candidates that we supported as a Union and through the Building Trades & Central Labor Council. When all was said and done, we did a pretty good job of placing candidates in office that represented the needs of working people. I do not need to tell you how important the upcoming presidential election is going to be. We need things to change for ourselves and our families. The chance to get those changes started is November 4, 2008, so please make sure you

Congratulations are due to all of the Painters, Tapers, Glaziers and Floor Coverers whom received their journeyman certificate at the recent District Council 16 Apprenticeship Graduation Ceremony held on June 21, 2008. It is something to be very proud of. Special thanks to the instructors Dave Marshall, Val Chestohin, Dave Oyhancabal, Dave Figlietti, and Robert Ringor for the fine job they did training these new journeyman.

On Saturday, June 28, we ratified the new Northern California Floor Covering Master Agreement. Our new contract is effective from July 1, 2008, to June 30, 2011. At the ratification vote, members of Local 12 voted in favor of the new Collective Bargaining

register to vote and continue to participate in the process.

At this present time Painters and Tapers are staying busy and the work picture looks good. I want to remind our members to continue to work hard and work safe. I would also like to thank the Executive Board for all their hard work and dedication. Congratulations to all the Apprentices who graduated on June 21, 2008 and to all those who attended the ceremony we hope you had a great time.

It is with great pleasure to announce that this year's Christmas party will be taking place at Willow Park Golf Course in Castro Valley. We expect a big turn-out, and hope that those who do come have a

Agreement. This new 3-year agreement reflects the highest raise that Local 12 members have ever received in a 3-year contract, without losing anything or going backwards.

As you well know our organization is made up of members who speak many different languages, whose families hail from all four corners of the earth, whose skin varies in color. Since this countries inception we created an atmosphere that promised equality for all men, and yet it was only (nearly) 45 years ago that we heard the famous speech by Dr. Martin Luther King, Jr., that addressed the inequalities and underlying racism living in this nation. It is time we unite as citizens of this country, undivided by our skin tone,

great time. More information on the Christmas party will follow in the next edition of "The Pride".

I would also like to mention that the grand re-opening of the Fox Theater in Oakland will be taking place on October 27, 2008 and a special thanks to all members who worked hard to make it happen.

Carl Jones
Business Representative

unified by our hopes to reach a similar dream. For the undecided voting members of this union, we have high hopes that you will choose to see Senator Barack Obama, "not by the color of (his) skin but by the content of (his) character", to quote Dr. King.

Brothers and Sisters, help your International, your District Council, and yourself by getting involved with your Local, State, and Federal Elections. You can help us by joining the Volunteer Activist Committee of District Council 16. The VAC can help to ensure that we have Local, State and National politicians to support our livelihood.

In closing, please keep your work diaries and all paycheck stubs. If you have any questions or concerns please contact your District Council 16 Business Rep.

Local Union News

Local 83

Dear Sisters and Brothers,

I am excited to be writing for the first edition of our DC 16 news magazine, "The Pride". Congratulations to our District Council on the development and publishing of our new quarterly magazine. More Congratulations go to all the Apprentices who completed their training this year to become journeymen. The JATC dinner was a huge success. Good Luck to all who graduated.

There have been some changes at Local 83. With the resignation of President Chuck Stornetta the members elected Matt Eagan as interim President. Let us offer him our support in making Local 83 all it can be. Here is the good news. The District Council,

along with the Marin Building and Construction Trades have entered into a Project Labor Agreement (P.L.A.) with the College of Marin on two new buildings. The P.L.A. assures that our employers have a fair and equal competition in the bidding process on these projects. The P.L.A. also requires that an Apprentice Trades Fair be conducted by the Building Trades on the College campus. I will be asking for your help in making this fair a success. Contact me at the Local for more details.

It is a very important election year for Union workers and their families. Your help is needed on the local level, as well as nationally. We are supporting several candidates on the local

level; Michael Allen for Santa Rosa City Council, Shirlee Zane for Sonoma County Supervisor and Lynn Woolsey for Congress. The IUPAT has joined with the AFL-CIO in endorsing Barack Obama for President of the United States. We need to join together and work hard as V.A.C. members to send a mandate to the rest of the country that we indeed need and want change. Make it your mission to get your friends, family and yourself registered and VOTE! Voting is one way our voices will be heard!

Enjoy the rest of your summer.

Respectfully,

Les Proteau
Business Rep. DC 16 Local 83

Local 169

Dear Members,

Welcome to the inaugural issue of The Pride. This magazine, published by your District Council, is the voice of your Union and a place for all of the affiliated local unions to share news with one another. Congratulations to our new Director of Communications, Chris Christophersen, in launching this project.

You should all already be aware that we have just ratified a 3 year, \$9.00 an hour, collective bargaining agreement for journeyman and apprentice glaziers in the Bay Area. This contract has \$1.50 raises every six months in January and July for the next three years.

It also contains language for a brand new training incentive program (STAR). This program will be designed to help all of us to continue to provide our employers with the High Performance/High Value work force that has earned us the highest contract increases in our history. I urge everyone to participate in this program as it comes together.

We are in the middle of a very busy year for political action. In addition to the presidential election, we have other local, statewide and national offices at stake in this fall's election. If you are not yet a member of the Voluntary Activist Committee, I urge you to visit www.dc16iupat.org and click on the VAC tab

at the top of the page. This will take you to our online application for joining the VAC and helping to make sure we participate in getting elected officials in office this year that have OUR interests at heart.

Fraternally,

Local 169
Business Representatives

Hello to all members and their families of District Council 16. Local 272 is located at 406 Main St., Ste. 420, Watsonville, CA 95076. Currently, work is spotty but things are looking up, we have almost full employment for both Painters and Drywall Finishers. A reminder to members of 272, if you are out of work, you need to contact me so that you can be placed on the out-of-work list, so that I can help you find work. I'd like to apologize to the members for being out of the area off and on for the last 6 months. I had been assisting Bob Rash, Business Representative of Local 294 in the Fresno area, with contract negotiations for Painters and Drywall Finishers. By publication date of this

newsletter, I should be back in the local on a regular basis. I would like to commend the members of Local 272 for their patience and understanding while I was on this assignment. Just a reminder that our meetings are on the second Tuesday of each month at 7:00 p.m. We need your participation and involvement.

Hola a todos los miembros y a sus familias del District Council 16. El Local 272 esta localizado en la calle Main St. 406, Suite 420, Watsonville, CA 95076. Ahorita el trabajo esta lento, pero las cosas se mejoraran en el futuro. Tenemos empleo casi completo para los pintores y acabadores. Un recordatorio a los miembros de 272, si estás sin trabajo, necesitas dejarme

saber para poderte colocar en la lista de "out-of-work", de modo que pueda ayudarte a encontrar trabajo. Quisiera disculparme a los miembros del Local por estar afuera del área por los 6 meses pasados. Estaba asistiendo a Bob Rash, representante de negocio del Local 294 en el área de Fresno, con las negociaciones del contrato para los pintores y acabadoras. Por la fecha de publicación de este boletín de noticias, debo estar de regreso al Local sobre una base regular. Quisiera dar las grasias a todos los miembros del Local 272 por su paciencia y entender, mientras que estaba en esta asignación. Nuestras reuniones son el segundo Martes de cada mes a las 7:00 P.M. Necesitamos tu participación y ayuda.

-John Papa, Local #272

Dear Members of District Council 16,

I would like to thank all of you for your support throughout the strike that took place in Fresno, last month. When the Collective Bargaining Agreement for the Painters ended on June 30, 2008, our members rejected the first offer. We had no choice but to picket, which lasted for exactly a week, in the harsh Central Valley summer, until a new deal was offered. When an offer came back, that included a \$4.50 raise over 3 years with improved foreman pay and working premiums, a majority of the membership accepted.

We would like to thank the District Council 16 staff whom arrived during these tough times

to lend their support, which included organizers and business representatives. They came and walked shoulder to shoulder with their fellow brother and sisters along the picket lines. It was deeply appreciated, and just goes to show no matter where you're located, that we are all truly united. To all the other local unions offering their well wishes and financial support, we thank you.

Now that we are back to doing what we do best Local 294 is busy once again. Just about all our Painters are working, and as well as other members in our other crafts. A special thanks to Business Representative John Papa for splitting time from Local 272, to help us out here in the Fresno area.

Just a friendly reminder to fellow Painters and Tapers that our Local meetings are held on the first Tuesday of every month. Please come, stay informed, and make sure we continue to win fair wages and benefits in the future. Thank you.

Bob Rash
Business Representative
Painters Local Union 294

Local Union News

Local 376

Dear Brothers & Sisters,

I hope to find you all well. The work picture looks good with new large projects on the horizon. Just to name a few: Touro University on Mare Island, the Health and Social Services Forensic Lab in Fairfield, the Solano Community College campus in Vacaville, and some refinery work at Valero in Benicia.

As we enter this very important political season it's imperative that we be involved and attend Local Union meetings which is every second Wednesday of the month at 7 p.m. Be informed! Learn who's running for what, and which candidate we as a union support. Above all, remember to register to vote so

you will have the opportunity to make the difference you, your country, and your fellow brothers and sisters need and deserve.

Congratulations to all the new Journeymen and special thanks to those who were able to attend the ceremony recently held in Oakland. A special pat on the back goes out to Steve Nice and Cynthia for the arrival of their new baby and on winning Taper apprentice of the year. Man, where did you find the time?

Just a reminder that we will be having our annual barbecue with our fellow brothers and sisters from Local 741, next month in September. As more information becomes available, we will pass it down to you.

Be proud, work smart and be safe.

Fraternally,

Haden Blaylock
Business Representative
Local Union #376

Local 487

Dear Members,

Congratulations are in order to all of our graduating Apprentices. Your accomplishments are many and you deserve some recognition for attending and completing all of your training. Thank you for a job well done!

Local 487 will once again be participating in Union Night with the Sacramento River Cats. The big night is Saturday August 16th and the game starts at 7:05 p.m. There will be a fireworks show following the game. If you want tickets give us a call.

Several members have stepped up and volunteered to help with our Local member voter registration drive. We want

to make sure that all members and their families are ready to vote in the upcoming November Presidential election. Not only will we be electing a new President but we will also have an excellent chance to elect Charlie Brown into Congress for our District. Mr. Brown has already been endorsed by Local 487 and personally attended some of our Local Union Meetings. To learn more about Mr. Brown visit his Web site at www.charliebrownforcongress.org.

The other project we hope to complete and need volunteers for is the exterior repainting of District Council 16 Headquarters building in Sacramento. Brother Ken Gordon is in charge of the project and recommends that we

do the job in October.

Your Local Union Meetings are held on the second Monday of the month at 6 p.m. Food and soft drinks are always served. Stay informed, be active and please make every effort to attend!

The best wishes to all of you.

Fraternally,

Steven L. Caster
Business Representative

Fellow Members,

Painters and Tapers Local 507 is having their Annual Picnic on September 20, 2008. It will be at Coyote Ranch just south of San Jose. To all Local 507 members in good standing and their dependents, admission is free. Sign-ups are in the Local's office and available between August 11, 2008 – September 12, 2008. The Picnic will begin at 10:00 a.m. and end at 4:00 p.m. To promote timeliness, this year we will be having an Early Bird Raffle at 11:00 a.m. For lunch, there will be tri-tip, chicken, salads, corn-on-the-cob, ranch beans, and ice cream for dessert. As always, unlimited beer, wine, and soft drinks that will help keep you cool and happy. There will be games for all ages, gifts

for the children and raffles at 1:00 p.m. and 3:00 p.m. Some of the prizes are TV's, DVD's, GPS units and much more. Any Local 507 member, who misses this picnic, is really missing out!

Painters and Tapers Local 507 wish to send their thoughts and prayers to member, Gonzalo Velador, who is gravely ill. The family wishes to send a heartfelt "Thank you" to all the members, who were generous enough to make a donation at June's monthly meeting. The family of Gonzalo and Local 507 also wish to give a special "Thank you" to Union Brothers, Santos Sanchez, Juan Manuel Chavez, and Juan Villagran who came by to drop off donations at the Local office.

The Political season is here. It is now time for union workers to

be heard. The VAC (Volunteer Activist Committee) is on the move. We will need all District Council 16 members of the South Bay to get active and elect Local Politicians and a President who will make things better for working class people. Please call your Local to get involved or Local 507 at (408) 979-7871.

Fraternally,

James Hewitt
Business Representative

Dear Members,

After a record year in 2007 of membership growth and work hours, work has slowed down a great deal in Northern Nevada in 2008. The largest project that we currently are working on is the Ritz-Carlton Hotel at Northstar.

Our Painters recently ratified a new contract that includes wage and benefit increases of \$2.05 an hour over the next two years. The Drywall Finishers also recently approved their new contract at the end of June. Their new contract includes a \$7.10 an hour increases in wages and benefits over the next four years. Plus both trades also received increases in foreman's pay and subsistence.

Nevada will once again be a battleground state for the Presidential and Congressional election in November. It will be very important for all members and their families to register to vote and sign up for the Volunteer Activist Committee. The current economy in Northern Nevada shows us that we need change. Help yourself by participating in you unions upcoming events!

Just a reminder monthly membership meetings are held every third Tuesday of the month at the Northern Nevada Labor Temple, 1819 Hymer Ave., Sparks, NV 89431

Fraternally,

Todd Koch
Regional Director
District Council 16

Local Union News

Local 718

Dear Brothers and Sisters,

Glaziers Local #718 has recently moved into new District Council 16 offices which we share with Locals 12 and 913, in San Francisco located at 555 De Haro St., Suite 280A, SF, 94017. New paint, new office configuration, new carpet new glass and doors were part of the remodel. All the carpet and marmoleum floors were installed during the week and on Saturdays by volunteers and apprentices led by Dave Figueroa and Val Chestohin. Les Proteau of Painters Local #83 showed the Painter apprentices how to paint the file cabinets at their apprentice school. Thank you all.

We would also like to thank one of District Council signatory

contractors Mission Glass for most of the glass doors and frames. All the labor for the glazing part of the remodel was done by volunteer glaziers on Saturdays. Thank you to Steve Zuniga (of course), Larry Stavosky, Odie Marilla, Nick Barulich, Tim Rodriguez, Chris LaSalle, Nick King, Mohamad Abdelwahhab, Jimah Abdelwahhab, and Dan Angel. They deserve a big hand.

Thank you to my brother David Yamamoto of the I.B.E.W. Local 6, who volunteered to do 90% of the electrical work except for some clean up work done by a union electrical contractor.

Reminder, please remember to register to vote by October 20, 2008 if you have moved or have

a son or daughter who will be 18 by the presidential election on November 4, 2008. Every vote counts, and when a union house votes as one, they count even harder. It does make a difference.

Fraternally,

Doug Yamamoto
Business Representative

Local 741

Dear Members,

Painters Local 741 has been in existence since 1920. Local 741 has led a long and prestige career. Supplying the industry with many fine crafts people. Local 741 meeting takes place every second Tuesday of the month at 7 p.m. Our Annual picnic will take place September 27, 2008 at Rankin Park. Hope to see you all there.

Local 741 is located in Martinez, California approximately 45 minutes from San Francisco. Martinez is the County seat of Contra Costa county and home of many of our refineries as well as being near many of the bridges which service the greater Bay Area. With this location our industry has been

able to benefit from the many demand of each finishing trade. Industrial, commercial, as well as high-end residential, have been employing a great number of painters, Tapers Paperhanger, and other specialized artisan, from our Local.

Local 741 has been led by a strong core of Union minded Officers, our President Tony Cottone, has held office as President since 1999, Vice-President Prince Lewis, has also been an active officer of Local 741 since 1999. Fernando Carneiro is currently our Financial Secretary and Foreman for C&O Painting. Christopher Fallon is currently serving as Recording Secretary of Local 741 with over 30 years in the field and now is serving

as an instructor for the J.A.T.C. Shakir Villalobos is serving as Treasurer and Robert Williams Jr., Robert Williams III, Larry Neely and Francisco Fallon are currently the Trustees. Our current Sergeant of Arms is Paul Miller, active officer for 9 years and currently the Job Stewart for U.C. Berkeley Painters.

As you can see by our Executive Board, we have a wide variety of craftsmen to represent the needs of all Local 741 members.

“Trying to do our part for the good of the Union.”

Fraternally yours
Chris Fallon
Recording Secretary

DISTRICT COUNCIL 16 GLAZIERS LOCAL 767

Welcome to the new District Council News Letter. I believe this will become a great asset to you. Now you will have the chance to get to know who your District Council is, what it is doing on your behalf and to see what goes on throughout the other Locals of the Council. I am sure you will find over time that we are One Union. I look forward to this communication to let you know what is going on with Local 767.

As you know we have recently ratified a new three year Agreement that has allowed

the members to see the largest wage increase on their check in recent memory. With that, we will also take on the new STAR program and continue our dedication to safety and training that the members have always had in the past. This Agreement also provides new tools for the Contractors in the area to use in order to gain back market share, and also the Organizers to bring in new members.

Congratulations to the Apprentices who recently received their Certificates of Completion, at the recent dinner held in their honor. The Local 767 members that have moved on to become Journeyman Glaziers are John Cervantes Jr., Jorge Cortez, Gary Leatherman, Troy Loudon, Michael McGowan, Scott Pearce Jr., and

Mark Thompson. These guys have all become good mechanics and would be welcome on any crew. Good luck.

As always we encourage the membership to come to the meetings which are held on the second Tuesday of the month at 5 p.m. to have your voice heard, also to hear first-hand what the Union is doing for you, and to meet with your fellow Brothers and Sisters and don't forget we also feed you too.

Daniel Belau
Business Representative
District Council 16
Glaziers Local 767

Hello to all the members of District Council 16. I would like to inform all of you that Local Union 913 Painters, Drywall Finisher and Wall Paper Installers has relocated to San Francisco. That's right we closed the office in Redwood City and moved to 555 De Haro St. Suite 280 B, San Francisco, CA 94107. Our new phone number is (415)355-9130 and fax number is (415)355-9131. We are proud to have moved in with two of our affiliated locals: Local Union 718, Glaziers and Local Union 12, Carpet Linoleum and Soft Tile Workers.

We are proud to announce two open-house barbecues. One on Saturday, August 16, 2008 from 11 a.m. to 6 p.m., for members and their families to see our new

location. The second date is on Monday, September 8, 2008. We planned this day to meet our participation in the second Union Night at AT&T Park. We attended the first Union Night at AT&T Park and had a really good time. We encourage all our affiliated District Council Locals to try and participate in this event. Show your support of the Northern Californian union workers by attending the event. With pre-game festivities and socializing this will be a night that union workers from all types of vocations will enjoy.

Unions are about unity and protection of one another so get a group together to show them how much they mean to you! Groups of 25 or more will get special acknowledgement during

the game on the HD screen for no extra cost. This is the last Union Night of the 2008 season! For more info go to www.sfgiants.com.

Please note we will still meet at 300 7th Avenue, San Mateo, CA on the first Wednesday of the month until December of 2008.

Fraternally,

James Ruigomez
Business Representative

Local Union News

Dear Members,

For the members that have not had the chance to meet me yet, my name is Jose Santana. I started off as a Business Representative for the Paintmakers of Local Union 1053 in 1991. Then in January of 2008 Local 1053 merged with Local 1176. I was then appointed to handle all business representation for Local 1176 in June of this year. Much gratitude goes out to all the members who helped make the transition and merger between Local 1053 and Local 1176, as smooth as possible.

Currently I am in negotiations with BAE System in San Francisco, which represents Ship Yard Painters. I am

expecting these negotiations to continue after you receive this newsletter so I will keep you informed on the outcome. If you have any questions about these negotiations feel free to contact me at the Local office. I will also be in negotiations with the Kelly Moore Paint Company in San Carlos. For the members that work at Kelly Moore, there will be a proposal meeting in August, and more information on the meeting will be available soon.

I would also like to invite all of you to our regular monthly membership meeting held every third Tuesday of the month at 5:30 p.m. Meetings take place at the Oakland Labor Temple. Take this opportunity to meet myself and new office staff member, Catrina Christopher.

Please help her feel welcome. Remember your Local Union is only as strong as its members.

In closing if I can help you in anyway, please contact me at (510) 632-7456 or come into the office.

Fraternally,

Jose Santana
Business Representative

Dear Members,

District Council 16 welcomes members of Local 1237 to the introduction of the first edition of *The Pride News Letter*; this will give you insight as to what is occurring within all the Locals of District Council 16.

The Sacramento area Floor Covering Competition will be held in October, notices for the dates and times will be sent out soon. Journeyman and Apprentices are welcome to compete with the non-union installers. We profess to be the best of the best, and will have the opportunity to prove that we are.

Local 1237 along with Locals 487 and 767 will be participating in the Union Night, with the

Sacramento River Cats on August 16th at 7:05 p.m. If you are interested, tickets will be available at your next local membership meeting.

We congratulate the following Apprentices that received their Certificates of Completion at the annual apprenticeship dinner; Rafael Acosta, Moises Alvarado, Daniel Cortopassi, Jorge Garcia, Theodore Grimes and Reed Wilson. These new Journeymen recognize the High Performance/ High Value expectations and are committed to practicing it everyday. If you have not been informed, the JATC Training hours have been modified to Four Ten hour days. Should you have questions call the JATC at (916) 373-1310.

With the November General election right around the corner The Volunteer Activist Committee (VAC) needs your help making sure that every family member is registered to vote. We are also committed to phone banking and precinct walking for the Presidential and local candidates that support our causes. Your help and participation is greatly needed to ensure changes for our future.

Vince Echeverria
Regional Director
District Council 16

Dear Brothers and Sisters,

Things here in Local 1621 are very busy at the present time with employment at almost 100%. We are still looking for qualified Journeyman Glaziers as well as experienced non-union Glaziers. Just a reminder that if you recommend a non-union glazier and they continue to work as a Journeyman Glazier for 3 months there is a \$250 award available. So don't be afraid to talk to friends, family members, and others in the craft who would benefit from joining you and our fellow brothers and sisters.

As most of you know, we just ratified our new contract for the Glaziers, which is \$9.00

over 3 years in increments of \$1.50 every July 1 and January 1. Production workers received \$0.85 per year with maintenance of benefits of \$0.50 per year for 3 years. Combination Glaziers received a \$1.00 raise with maintenance of benefits of \$0.50 per year.

Saturday, August 9 is the Glaziers Picnic at Raging Waters beginning at 10:30 a.m. Tickets are free to all 1621 members and their immediate families with the option to purchase extra tickets for friends and loved ones. Tickets include the barbecue, Raffle Prizes and full access to the Water Park until 7:00 p.m.

Checkout our web page at www.iupatlocal1621.org where

you will find features such as Member Services, Benefits Info, Meetings and Events, a photo gallery showing last years picnic and Christmas Party and the "Ask Steve" Forum.

Fraternally,

Steve Huckaby
Business Representative

Brother Vern Wilkinson celebrated 50 years as an active member of the IUPAT on May 2, 2008. Brother Wilkinson was honored at our May meeting with a 50 year membership plaque and an IUPAT gold watch. Brother Wilkinson joined the Painters and Tapers Local 1115 as an Apprentice Painter in 1958 (he was making about \$1.50 an hour). He served his apprenticeship with Local 1115 and became a member of Painters and Tapers Local 487 in 1997 when Local 1115 merged with Local 487. Brother Wilkinson only worked for three different employers throughout his career. He started with Valley Showcase where he worked for 8 years; he worked for Henry Walters for 19 years and finished his painting career with Union Planing Mill where he worked until he retired in 1994. After his retirement he remained an active member because he would continue to work the minimum pension hours for Union Planing Mill. In 1984 Brother Wilkinson had a bad fall from a 27 foot extension ladder and broke several bones. The doctors did not think that Vern would ever be able to return to work, but he recovered and was back at the job in 9 months. Throughout his career

Vern has painted everything from houses to towers to trains.



Pictured from left to right:
Business Representative Steve Caster, Local President Ken Gordon and member Vern Wilkinson



District Council 16
2705 Constitution Drive
Livermore, CA 94551



District Council 16 VAC members rally in Stockton, CA to show their full support of the Employee Free Choice Act.