



# *The Pride*

*August - October 2009*

*The Home Of High Performance / High Value Finishing Craft Workers*

LAGUNA HONDA  
HOSPITAL

*How to Qualify for the STAR program awards go to Page 4.*

# Inside the PRIDE



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# HIGH PERFORMANCE Message from the Business Manager HIGH VALUE

## STAR Program - Will You Win?



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

Will you qualify for STAR Program awards? In order to initially qualify for the STAR Program awards you must attend Mark Breslin's Survival of the Fittest training seminar between July 1, 2009 and June 30, 2010. Survival of the Fittest training seminars are limited and are filled on a first come first served basis. Survival of the Fittest classes are only being offered on the following dates and at the following locations:

August 22, 2009 – Hayward  
September 19, 2009 – Hayward  
September 26, 2009 – Reno  
October 3, 2009 – Sacramento  
February 27, 2010 – Hayward  
April 17, 2010 – Hayward

If you do not attend one of the above listed Survival of the Fittest training seminars you will not qualify to attend the STAR Program awards ceremony being held in October of next year and therefore, you will not be eligible to receive STAR Program awards. Don't forget that the STAR Program awards will include trucks, boats, motorcycles, ATV's, big screen TV's and many other valuable prizes and cash. Although the prizes are significant, the biggest reward will be the success we will each personally enjoy as a result of our individual commitment to a High Performance/High Value work ethic.

You can only register for STAR Program training online at [www.dc16star.org](http://www.dc16star.org).

In addition to attending one of the above listed Survival of the Fittest training seminars you must complete an additional 8 hours of STAR sponsored training. The additional 8 hours of training, plus all future training, is your choice, simply go to the STAR Program website and register from among the many training opportunities that meet your personal needs. On the following page you will find a complete STAR Class Schedule for the 2009/2010 STAR Program training year. We are adding classes to the schedule occasionally so stay in touch with what's new on the STAR Program website and please review the website for full details regarding eligibility.

The STAR Program is a tool designed to deliver on District Council 16's High Performance/High Value promise. You, the membership, will ultimately determine the value of what this Union has to offer. Your personal success, the success of the STAR Program and the success of this Union will ultimately be determined by you, the membership. Every one of us has a responsibility to ourselves, our families and each other to exemplify High Performance/High Value characteristics on the job every day. Will you, the membership, recognize the vital importance of the role you must play in order to secure your own future and that of our Union? Each of you will decide for yourself what role you are going to play in determining your individual success and the overall success or lack thereof of this Union. Your fate is in your own hands and you will only get from this Union what you put into it, no more and no less. Your involvement in the STAR Program is a win for you and your family. Do yourself a favor, sign up for STAR training today, your future depends on it.

Fraternally Yours,

*Doug Christopher*

Business Manager/Secretary-Treasurer  
District Council 16

# STAR Class Schedule 2009/2010

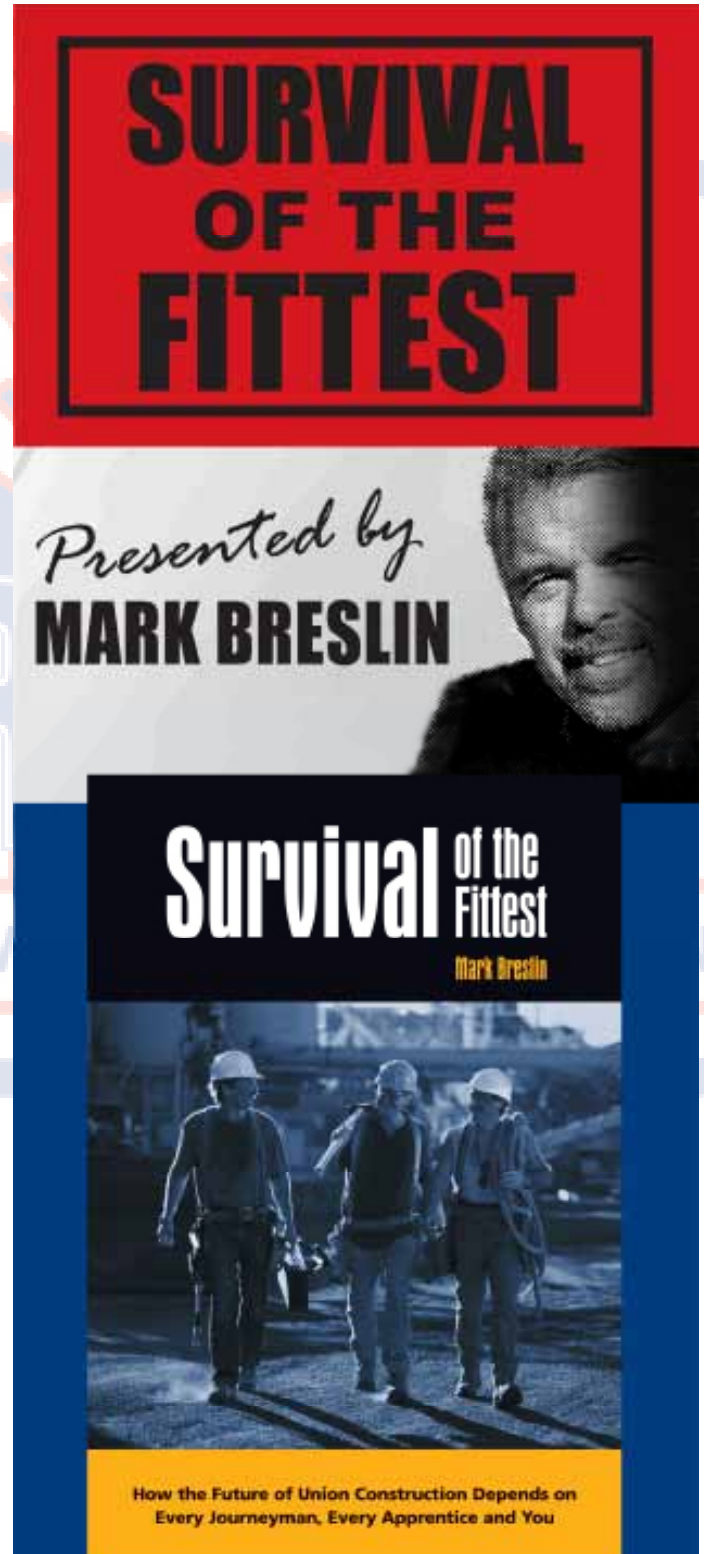
7/11/09 -	1st Aid/CPR/AED (Sacramento) OSHA-10 (Hayward) Booms & Lifts (Hayward)	12/7-9/09 -	OSHA 30 (3 days) (Sacramento) OSHA 30 (3 days) (Hayward)
7/18/09 -	1st Aid/CPR/AED (Hayward) OSHA-10 (Sacramento) Scaffold (Hayward)	12/12/09 -	Scaffold (Sacramento)
7/25/09 -	Rigging & Hoisting (Sacramento) Booms & Lifts (Hayward)	1/9/10 -	1st Aid/CPR/AED (Sacramento) OSHA-10 (Hayward) Booms & Lifts (Hayward)
8/1/09 -	1st Aid/CPR/AED (Hayward) Sealants & Caulking (Hayward)	1/23/10 -	1st Aid/CPR/AED (Hayward) OSHA-10 (Sacramento) Scaffold (Hayward)
8/15/09 -	Rigging & Hoisting (Hayward) OSHA-10 (Sacramento)	1/30/10	Rigging & Hoisting (Sacramento) Booms & Lifts (Hayward)
<b>8/22/09 -</b>	<b><i>Survival of the Fittest (Hayward)</i></b>	2/6/10 -	1st Aid/CPR/AED (Hayward) Sealants & Caulking (Hayward)
8/29/09 -	OSHA-10 (Sacramento) Scaffold (Hayward)	<b>2/27/09 -</b>	<b><i>Survival of the Fittest (Hayward)</i></b> Rigging & Hoisting (Hayward) OSHA-10 (Sacramento)
9/12/09 -	Booms & Lifts (Sacramento) 1st Aid/CPR/AED (Hayward)	3/13/10 -	OSHA-10 (Sacramento) Scaffold (Hayward)
<b>9/19/09 -</b>	<b><i>Survival of the Fittest (Hayward)</i></b> Scaffold (Sacramento)	3/23-25/10 -	OSHA 30 (3 days) (Sacramento) OSHA 30 (3 days) (Hayward)
9/21-23/09 -	OSHA 30 (3 days) (Sacramento) OSHA 30 (3 days) (Hayward)	4/10/10 -	OSHA-10 (Hayward) Booms & Lifts (Hayward)
<b>9/26/09 -</b>	<b><i>Survival of the Fittest (Reno)</i></b> OSHA-10 (Hayward) Booms & Lifts (Hayward)	<b>4/17/10 -</b>	<b><i>Survival of the Fittest (Hayward)</i></b>
<b>10/3/09 -</b>	<b><i>Survival of the Fittest (Sacramento)</i></b>	4/24/10 -	1st Aid/CPR/AED (Sacramento) OSHA-10 (Hayward)
10/10/09 -	1st Aid/CPR/AED (Sacramento) OSHA-10 (Hayward)	5/8/10 -	Rigging & Hoisting (Sacramento) Booms & Lifts (Hayward)
10/17/09 -	Booms & Lifts (Sacramento)	5/15/10 -	1st Aid/CPR/AED (Hayward) OSHA-10 (Sacramento)
10/24/09 -	Rigging & Hoisting (Sacramento) Booms & Lifts (Hayward)		Sealants & Caulking (Hayward)
10/31/09 -	1st Aid/CPR/AED (Hayward) OSHA-10 (Sacramento) Sealants & Caulking (Hayward)	5/22/10 -	1st Aid/CPR/AED (Sacramento) OSHA-10 (Hayward) Booms & Lifts (Hayward)
11/7/09 -	1st Aid/CPR/AED (Sacramento) OSHA-10 (Hayward) Booms & Lifts (Hayward)	6/5/10 -	OSHA-10 (Sacramento) Scaffold (Hayward)
11/14/09 -	OSHA-10 (Sacramento) Scaffold (Hayward)	6/12/10 -	Rigging & Hoisting (Hayward) Booms & Lifts (Hayward)
11/21/09 -	Rigging & Hoisting (Hayward) Booms & Lifts (Hayward)	6/22-24/10 -	OSHA 30 (3 days) (Sacramento) OSHA 30 (3 days) (Hayward)
12/5/09 -	1st Aid/CPR/AED (Hayward) Sealants & Caulking (Sacramento)	6/26/10 -	1st Aid/CPR/AED (Hayward) Sealants & Caulking (Sacramento)

# *The District Council 16 STAR Program*

In order to initially qualify for **STAR** program awards you must complete the 8-hour “Survival of the Fittest” training class during this training year (July 1, 2009 - June 30, 2010). Additionally you must complete at least 8 more hours of **STAR** sponsored training during this training year. A total of 16 hours of **STAR** training during this training year qualifies you for the **STAR** awards program coming in October of 2010.

**Survival of the Fittest  
Classes are limited & Going  
Fast!**

Go to [www.dc16star.org](http://www.dc16star.org) to register now or if you need help registering call Flora at 510-782-STAR or call or visit your Local Union office. Please review the entire website for information which will help you toward a better future. *Se Habla Español.*



The poster features a red box at the top with the text "SURVIVAL OF THE FITTEST" in large, bold, black letters. Below this, it says "Presented by MARK BRESLIN" in a mix of script and bold fonts, accompanied by a black and white photo of Mark Breslin. The bottom section shows three construction workers in hard hats walking on a job site, with the text "Survival of the Fittest" and "Mark Breslin" overlaid. At the very bottom, a yellow banner contains the slogan: "How the Future of Union Construction Depends on Every Journeyman, Every Apprentice and You".

## Director of Service



**Tim Davis**

**“Be Prepared”** I remember that motto from my youth. Some forty or so years ago, I was a member of the Boy Scouts of America and **“Be Prepared”** is their motto. It came back to me recently when I was undertaking some home remodeling projects and realized that I needed to update some worn tools and pick up some new tools that I had either misplaced or that I did not currently have. Needless to say running about picking up and getting familiar with these new tools took away from the weekend time I had planned on actually working. My one weekend project turned into a two weekend project because I took for granted that my **“toolbox”** was ready for the task at hand. I should have been better **“prepared”**. The good thing is I’ll be ready to go the next time a similar project comes around.

Our skills are very much like tools. If we don’t regularly hone them they can get rusty or even worse, misplaced. When we fail to keep up on the new skills or tools relating to innovations in our industries we may find ourselves less than **“prepared”** for every opportunity. Many of our members work in environments that are unique and different from one another even though they are all part of the big world of the painting, drywall finishing, floor covering or glazing industries. Large commercial shops differ from those specializing in other facets of our fields such as tenant improvement, residential or custom work. I know that many of you are specialists in crafts and have skills and tools which would rival the best in our International Union. I wonder how much more **“prepared”** we could all be if we shared our knowledge and special skills.

You were asked earlier, in Business Manager Christopher’s article, if you would be qualified for the STAR’s award program and I hope that you are seriously considering participation as the program has unlimited potential to help in our **“being prepared”**. As the STAR program is in its initial year the program has plenty of room for growth and an open door for you, our member’s input. What training would you suggest be incorporated into our STAR program that could benefit District Council 16’s presence in our industries and

work to promote our vision of a **“High Performance / High Value”** culture.

Perhaps you are one of those gifted mechanics in our crafts that would consider sharing your knowledge and specialty trade secrets with other members through the STAR program. The program is greatly interested in incorporating our member’s professional talents. Should you have something in your skill set that you believe could be a value to others in any of our crafts I would ask you to consider trying your hand at designing curriculum or an eight hour course plan to share your personal skills. STAR instruction is of course compensated but having had the opportunity to teach in one of our apprenticeship programs I can tell you that you will be rewarded by the teaching experience far above the compensation provided by the program itself. It’s a great thing to share your skills so if you do believe you have something to offer contact the STAR program’s administration with a game plan and who knows, your talents may become a piece of our program helping other District Council 16 brothers and sisters become better **“prepared”** for their next opportunity.

**Tim Davis**  
Director of Service  
Assistant BM/ST

# IUPAT



**IUPAT General President James Williams**

July 16, 2009 the International Union of Painters and Allied Trades (IUPAT) broke ground on its new international headquarters in Hanover, Maryland. Officials from Anne Arundel County and the State of Maryland joined IUPAT leaders, members and staff to celebrate the union's return to Maryland after being headquartered in Washington, DC for nearly 40 years.

“The IUPAT is proud to grow its presence here in Maryland and we are looking forward to becoming an active member of this great business community,” said IUPAT General President James Williams. “It’s our hope that we can build far more than just a brick and mortar headquarters here, but also a partnership with the state and county that will benefit those who live and work in Maryland.”

“Working with our partners in Anne Arundel County, we are excited to welcome the International Union of Painters and Allied Trades back home to Maryland,” said Maryland Department of Business and Economic Development Secretary Christian S. Johansson. “This is a great example of good things that can happen when State and local governments leverage their resources and work together to strengthen Maryland’s economy and create jobs.”

Anne Arundel County Executive John R. Leopold said, “IUPAT’s investment in the Anne Arundel County business economy will have a ripple effect of benefit to all county citizens. The new IUPAT headquarters facility and the 100 new jobs it will bring is a welcome addition to our region’s strong business community.”

The IUPAT is constructing a 60,000 square-foot headquarters building and 36-unit residence hall to facilitate their training programs on a site it currently owns in Hanover. The State has approved a \$250,000 conditional loan to assist with the construction costs. The Anne Arundel County Economic Development Corporation (AAEDC) has offered a \$25,000 Workforce Training Agreement with IUPAT for employee training and skills upgrade and is assisting with permitting and regulatory assistance.

Construction is slated to begin immediately with completion scheduled for Summer 2010. It is projected that over 100 new jobs will be generated during the construction project with other job opportunities to become available when the new headquarters and residence hall open their doors full-time. Currently, nearly 800 union trainers and visitors from across the United States and Canada visit the IUPAT Finishing Trades Institute at this location every year.

In addition to the union headquarters, the International Painters and Allied Trades Industry Pension Fund and the Painters and Allied Trades Labor Management Cooperation Initiative will also run their operations from these new facilities.

Originally founded in Baltimore in 1887, the International Union of Painters and Allied Trades represents over 140,000 men and women in North America. Its members work in the finishing industries as painters, drywall finishers, glaziers, glass workers, floor coverers and sign, display and trade show workers, among other crafts. Learn more by visiting [www.IUPAT.org](http://www.IUPAT.org).



**IUPAT members breaking ground on the new international headquarters.**



**Executive General Vice President Ken Rigmaiden addresses the crowd at opening ceremonies.**

# Training



These brand new apprentices are attending OSHA 30/ First Aid - CPR Class and are already ahead of the game, not only are they getting the necessary training to begin to be High Performance / High Value Craftsmen but also received new District Council 16 tee-shirts to go out in style. **Back row left to right:** Manuel Duran, Brodie Rhoden, Greg Ferrell, Terry Beall, Jeff Wells, Mark Richardson and instructor Shakir Villalobos. **Bottom Row:** Nestor Munoz and David Flores.

**Below:** Glazier apprentices dismantle a suspended curtain wall mock up that was donated by McCarthy Construction to the glaziers apprenticeship program. Instructor Alex Beltran was able to secure the deal with the help of Jim and Luis from Center Glass Company and would also like to thank Luke who is a superintendent for McCarthy Construction. It turned out to be a great learning experience for these apprentices.



## Member Spotlight



Mike Suffia

Brother Mike Suffia, is currently working as a field supervisor for FloorTec, Benicia. Mike's introduction to the floor covering industry was at the age of 12 years old when he started out by helping a family friend Bill Weekly. There he would perform jobs for family and friends during the summer to earn a little spending money. In November of 1985 Mike joined the Union and started with a company by the name of Paramount Floors in Fairfield, CA. Mike served his apprenticeship in Local 1290 then located in Oakland. Mike is considered a highly skilled craftsman in the floor covering industry from carpet, v.c.t, laminate, to linoleum and whether it is heat welding or layouts,

Mike is consistently applying the HIGH PERFORMANCE/HIGH VALUE standards to every aspect of his job. This photo of Mike depicts his many accomplishments in floor covering and next to Mike is two of his most prized trophies for the 2001 and 2002 National Installation contest, resilient division and in the middle is Mike's trophy for representing the United States vs. Japan flooring competition where he was acknowledged as the First Place Champion. District Council 16 congratulates Mike Suffia on his member spotlight and keep up the great work.



Ismael Garcia

Brother Ismael Garcia resides in Fresno, California with his wife Lilly and their two daughters Emily and Elania. Brother Garcia is a proud member of Local Union 294. He has been a foreman Drywall Finisher for Broege Construction for some time. Unfortunately Broege Construction has decided to close their doors so Brother Garcia is now seeking gainful employment. Brother Garcia was the foreman on the 121,000 square foot Fresno Juvenile Delinquency Courts Campus that was featured on the cover of the May-July 2009 issue of "The Pride". Local 294 has received letters of recommendation and appreciation from not only Mr. W.M. Broege but also Mr. Don Locke of Tomleson General Contractors and Mr. Steve Matson of Northern Design Inc. ( Painting Contractor) in each letter the writer stresses how Brother Garcia's complete attention to detail and ability to communicate with the trades he works with enabled him and his crews to complete the task at hand in a timely fashion achieving above average results. Ismael is truly a High Performance/ High Value member.

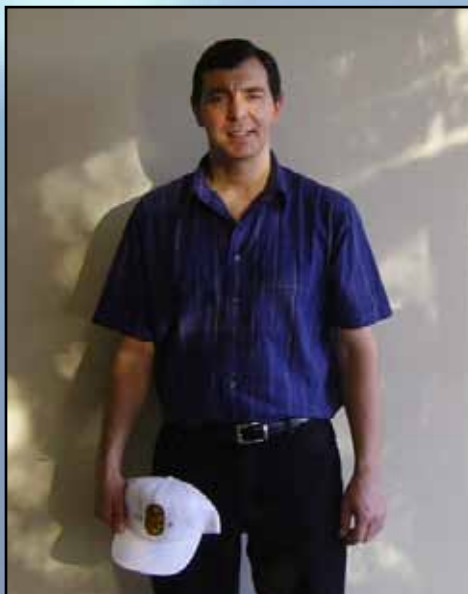
**This section is dedicated to all Brothers and Sisters**



Jamica Jackson

My name is Jamica Jackson I am 27 years old and live in San Francisco and I am a proud member of Local Union 3. I was introduced to the world of construction when I was a little girl. My dad Ivan Jackson used to take me on his jobs and I really enjoyed watching him work. I started my own journey into construction at the Treasure Island Job Corp. by attending the Plasterers program in which I graduated in 4 months. After working with the Plasterers Union for about a year and working along side with the Drywall Finishers it became apparent that the Drywall industry is where I wanted to work. I then joined the Drywall apprentice program where I graduated in 2008. I am currently working for Boyett Construction on a job in San Francisco. I have had a lot of different jobs in my life, but none of them compare to being a tradeswoman. By being in the trades, I have not only gained a sense of true accomplishment, but I have also gained a family. There is nothing like starting a

job with a group of new faces, and finishing it with my brothers and sisters. I have only been in the trades for a few years, but I know that this was one of the best decisions that I have ever made. I am truly honored to be a District Council 16 Union member.



Carlos Sturla

Brother Carlos Sturla completed his apprenticeship while being a member of Local Union 913 way back when he joined in 1986. Carlos is now a member of Local Union 3 in which he was recently appointed as a trustee. Carlos was selected to represent his Local Union at the 30th General Convention being held in August. As an active VAC member you will be able to spot Carlos at numerous events throughout the year. The STARS program is high on Carlos's list as he has already signed up for classes and looks forward to improving his value and skills. Carlos and his lovely wife Alicia have been married for 25 years and have 2 children daughter Jessica and son Eric. Carlos is currently employed with Gugel/Today Painting and Decorating. Brother Sturla has said he enjoys working with his fellow coworkers and values their work ethic and believes that is what separates them from the non-union. He is looking forward to serving many more years in his Local

Union and to help it grow and prosper in the future. We thank Carlos for all he does.

who best exemplify “High Performance / High Value”

# The New Laguna

The City and County of San Francisco have designed and constructed a new campus on the Laguna Honda Hospital site which will provide housing and a complete continuum of long term healthcare services. This facility will be among the most innovative, technologically advanced, efficient, flexible, humane and natural facilities in the world. It will, by design, encourage rehabilitation and independent living while setting the standard for enhancement of the quality of life. Laguna Honda's extensive renovation and replacement is a significant step on a journey from institution to community. The 500,000 square feet of new construction and 150,000 square feet of remodeling help to move one of the nations largest single-site skilled nursing and rehabilitation facilities toward a model of care that emphasizes community building.



## Council News



**Above:** This year's Walter Cantrell Scholarship committee has already met and will be announcing the five 2009 Scholarship winners soon. The committee members pictured left to right are Charlie Richards, Kerstin McConihe and Larry Stavosky. Not shown is Alex Beltran and Shakir Villalobos.

**Below:** Regional Director James Hewett presents a check for \$2,000 from the Walter Cantrell Scholarship Fund to Bernadette Bettencourt, daughter of Jorge Bettencourt who is a member of Local 507. Congratulations to Bernadette and we wish her well on her path to higher education.



**Left:** Business Representative Dave Figueroa presents a \$5,000 check from PATCH to the Board of Directors for the Hayes Valley Public Housing Literacy Program in the Western Addition District in San Francisco. This program will address educational deficiencies in reading and in mathematics comprehension. This program covers 20 participants from high - risk groups.

**Below:** Back in April new Business Representative Jeff Roberts and organizers Robert Snyder and Don Deming held the first member orientation class for Local 294 members in Fresno. This orientation class is intended to teach the structure of the IUPAT.



# Honda Hospital



The community orientation of the new Laguna Honda is evident in numerous features of the physical plant. The rehabilitation center, which will double its capacity from 30 to 60 residents, reflects an emphasis on therapeutic interventions to help people with disabilities gain functionally and transition to community living. The 750 residents of the skilled nursing facility will live in 15-person households, each with its own living room. Two households will share a dining room. Each bedroom will have operable windows and spectacular views opening out onto the natural beauty of the Laguna Honda campus. Bedrooms will be grouped into suites with shared bathrooms, and seven different floor plans will provide a diversity of room arrangements. Every four households will constitute a distinct neighborhood.



The new Laguna Honda will be the first green - certified hospital in California.





The STAR Kickoff event held on June 6, 2009 was a huge success. Over 2,000 people consisting of members and their families and contractors showed up to get information and schedules to participate in the STARS training. There was good food, entertainment, and some lucky raffle winners. See you at the big event in October 2010.



# Director of Communications



Chris Christophersen

DC 16 Website

Scholarship Awards

## Communications Department Responsibilities

VAC Program

Political Action

The Pride Newsletter

I would like to take this opportunity to introduce you to the communications department here at District Council 16. This department is basically divided into 5 areas in serving the membership of District Council 16. One of the biggest accomplishments in this department has been the development and success of “**The Pride**” newsletter that is mailed out to all the members every three months.

Inside “The Pride” you will find out information pertaining to every Local Union affiliated with District Council 16. There is a section from every department director informing you on the latest news focusing on organizing, training, and the service of our members. The BM/ST report fills you in on the big picture of what is happening with pensions, health & welfare, STAR program, contract negotiations and subjects that are high on importance to this membership, such as the High Performance/ High Value culture that we will need to succeed. “The Pride” also features our men and women working on the jobsite and highlighting some of the best

workers we have to offer to our contractors. If you are not receiving “The Pride” newsletter contact your Local Union office to find out why.

**The Walter Cantrell Scholarship Fund** has handed out a total of 4 \$2,000.00 scholarships to date to the sons and daughters of our members. This program enables us as members and under the guidance of District Council 16 to participate in our families success to higher education. The Scholarship applications are available to every member and their family in every February issue of “The Pride” newsletter. Please make sure you take advantage of this great opportunity.

The **Volunteer Activist Committee (VAC)** has been a great success involving our members to take ownership in a program that allows them to make decisions involving their neighborhoods, families, political views and much, more. Through this rewards based program we have seen our members repair houses for Habitat for Humanity, the Ronald McDonald

Foundation, rebuild Little League Baseball snack bars for the kids and take bus rides to Reno, NV to rally support for our new President Barack Obama. The whole time our members are doing all these great things they are helping themselves to participate in one of the biggest events District Council 16 holds to reward those who participate.

**Political Action** has always been a very important tool for this District Council. We have built a significant amount of relationships with our legislators on a Local, State and National level to ensure we hold them accountable on the issues that effect our members. We now boast that our single biggest asset in the political world is our members participation.

Visit our website at ([www.dc16iupat.org](http://www.dc16iupat.org)) it has all the information our members need regarding wage schedules, contact information and VAC events and much more. I would like to thank all the members for their participation and look forward to working with all of you soon.

**Due to increased multi training needs, construction of new class rooms and offices is underway on the third floor of the District Council building in Sacramento, CA. Construction should be completed in September 2009.**





John Garamendi

VS.



Mark DeSaulnier

California Congressional District 10 Special Election has been officially declared for November 3, 2009. The Primary date has been set for September 1, 2009 and absentee ballots will be hitting the mailboxes August 3, 2009. These two heavy hitting Democrats are not new to the political arena and has all the makings of a close race. John Garamendi has over 32 years of public service including being confirmed by the U.S. Senate in 1995 to serve as Deputy Secretary of the Interior under the Clinton Administration and currently serving as the Lieutenant Governor of California. Mark DeSaulnier is currently serving as California's State Senator representing the 7th District which includes most of Contra Costa County. Mark is no stranger to Contra Costa County serving as the Mayor of Concord and the Board of Supervisors where he addressed the local and regional issues of Contra Costa County. Mark has worked his way through public office including serving with the California State Assembly where he received the distinction of first freshman member to chair the Assembly Transportation Committee.

## Special Election (CD10)

Election Date November 3, 2009

Primary Election date has been set for September 1, 2009.

## Director of Organizing



John Sherak

### UNION BUSTERS MULTI-MILLION DOLLAR INDUSTRY

Anti-union groups are spending millions against the Employee Free Choice Act. Big business special-interest groups that don't want to provide their workers with a livable wage, health insurance, opportunity for a better life, or a voice at work. Big business will say and do anything to shut down Unions. Non-union companies are now hiring "union busters" to go into their own companies to scare their own employees before the Employee Free Choice Act is even passed.

Who are these Union busters? They are professional consultants or lawyers who may represent a legal consortium or consulting firm. These individuals or firms advertise their ability to manipulate the labor law systems and special-

ize in advising employers on how to thwart union organizing drives and how to decertify Unions. Union busters usually self identify as Union Avoidance Firms, Management Consultants or Labor Consultants. Union busters operate under the radar intentionally. They are the backbone to providing training seminars, workshops and materials to management and supervisors, along with a variety of anti-union propaganda for distribution to their employees. Union busters also help employers to create a sense of dissension and division among employees during organizing campaigns, and spread misinformation about the Union before workers vote "in" a Union. They also advise management on how to stall or prolong the bargaining process almost indefinitely. Union busters instruct the employers' management, middle management and supervisory staff to carry out the actual communications with the workers. This way the Union busters avoid having to disclose financial reports about such activity to the U.S. Department of Labor. The Union busters' name or firm is not used or referenced in the anti-union materials distributed to employees, further masking the Union busters' involvement in orchestrating the anti-organizing campaign. More importantly, the anti-union company is rarely called on to divulge that it has hired a union buster, so it is kept out of the public eye.

The Employee Free Choice Act entitles employees to a secret ballot election. This would help alleviate Union busters and employer's who abuse, lie, coerce, threaten or fire employees that want to be represented by a Union. District Council 16 Organizing Service Department is working very hard on trying to educate the non-union employees that are doing work in our crafts about the Employee Free Choice Act. We could really use your help in educating people that you know in our trades regarding this matter. Collectively we can reach large numbers. Knowledge is power.

**Organizing Department Update:** With a lot of members back to work and the summer half way over, the Market Recovery Program is now looking at securing work for late fall of this year, and early spring of 2010. Since the last article of The Pride we have now organized another 13 shops, a total of 25 new companies (11 Painting, 5 Drywall, 4 Floor Covering, 4 Glazing and 1 Machinist). It has been our goal to organize at least thirty new companies to give our members more opportunities for work. We also realize that our membership plays a vital role making these shops successful. Every project that comes in on time makes us more competitive against the non-union, and keeps our Union shops competitive. Remember to dedicate yourself to a High Performance/High Value work ethic.

**Dear Brothers and Sisters:**

It has been a little over a year since the first issue of The Pride was issued which just goes to show you how time flies. If you are not receiving your copy let me know so we can make sure you receive the next issue. This year Local 3 members have been active in VAC (Volunteer Activist Committee), members are getting involved with Union meetings and having their voice heard at our Local Union office.

I would like to thank Local 3 members that participated in our recent picket line at James Logan High School in Union City. Your support and determination is very much appreciated. Our members who participated expressed their commitment and

support of their Union by telling other Union members why they shouldn't cross picket lines. I was proud to witness their loyalty and devotion for their Union.

Many might ask who gives authority or who supports pickets, the answer is the strikes are sanctioned by the Building and Construction Trades Council and the Central Labor Council. All Unions who belong to these Councils should be aware of labor actions ahead of time so we can count on strong support.

I would like to thank the Brothers and Sisters that came out to our Kick-off STAR event at the Alameda County Fairgrounds. We enjoyed a day of good food, good times and the opportunity to mingle with members of the

other crafts. I am proud to say that three Local 3 members were winners of the cash prizes handed out that day. I look forward to our next STAR event and hope that Local 3's participation will be exceptional.

Fraternally,

Carl Jones  
Business Representative  
District Council 16

**Dear Brothers and Sisters:**

First I would like to say I hope you are all doing well. The work picture has picked up since the schools have let out for summer. The last time I checked there were approximately 140 members on the out of work list. I realize that is still a lot of people, but a few weeks ago that number was up to about 250.

Over the last several years most of the schools chose to have peel and stick carpet installed in most of the classrooms, and V.C.T. or a Marmoleum product in the common areas. Marmoleum is a product that requires a certain type of installation that not everybody is familiar with. The floor covering industry has several types of products that

require special techniques and training in order to be able to install them properly. The reason I am telling you is to let all of you know that you should never be satisfied with the amount of knowledge you have acquired at this point in your careers. We all must continually strive to achieve the High Performance/ High Value standards that make us the best of the best.

This is where the STAR program comes into play, the STAR program is a tool that everyone should utilize. We have been promoting the STAR program since it was implemented into our last contract. Now is the time to act, hopefully you have registered for STAR on the website ([www.dc16star.org](http://www.dc16star.org)). The additional training you will

receive in STAR will prove to be invaluable to your careers. Remember you can always schedule a journeyman upgrade class through the training center in Hayward as well. If you are not presently working, now would be the best time to upgrade your skills, the more you know about our industry the more chance you will have to work. For more information you can contact one of your Business Representatives, or call the training center directly (510) 259-1102 and ask for Dave Marshall, he will be happy to assist you. In closing, I wish you all a safe and fun filled summer with your families.

Fraternally,  
Tony Tofani

# Local Union News

Local 83

Dear Members:

As skilled professionals we need to be on the cutting edge of our crafts. The STAR program is not just about material rewards, this is a new progressive program that will enable you to keep ahead of the non union competition. Participation affords you the knowledge needed to work safer, smarter and with a new positive attitude. Your attending Mark Breslin's "Survival of the Fittest" Training seminar will make you look at your career in a different more positive way. Remember you must take "Survival of the Fittest" to qualify for the awards event in October 2010. Safety and skills training gives us the competitive edge to perform at the highest level. You can sign

up on the STAR website [www.dc16star.org](http://www.dc16star.org) or come into the office where Sonia, Bruce or I can sign you up for any of the classes being offered.

The Painters ratified a new agreement on June 30, 2009 with only a few changes. I would like to thank all the Painters who came in to be part of the process. Your welcomed participation, thoughts and ideas are what it takes to keep us strong. To be heard you need to voice your opinion whether it is good, bad or indifferent we need each other. If you have questions or have heard rumors make it your business to find out the truth. Come to the Local Union meetings or call the hall and make sure you get the truth.

Congratulations on the marriage of Local 83 trustee Daniel Brown and his lovely new wife Kim.

Remember our solidarity makes us stronger, and the Local Union meetings are held on the 2<sup>nd</sup> Thursday of each month at 6:00pm see you there.

Respectfully,

Les Proteau  
Regional Director  
District Council 16

Local 169

Dear Brothers and Sisters:

Since our last issue we have had a wage allocation vote and the Kick-off event for the new STAR program. At our wage allocation vote the members of all three Bay Area Glaziers Locals met and were presented with three options to vote for to allocate the raise due July 1. I thought you might like to know how those choices were arrived at.

Starting in April, the Glazier's Executive Boards and business representatives from all over Northern California met in joint session to work out a slate of choices for presentation to the membership. We asked for presentations from any fund administrators that felt a contribution increase was

in order, and then weighed that information and voted democratically for the top three choices to present to the membership. The winning choice of those three was made by you, at the special called meeting for wage allocation. The result, for the journeyman glazier, was an increase of 40¢ to the Wage Equality Fund, 5¢ to Apprenticeship and the remaining \$1.05 on the check.

The STAR Kick-off event at the Alameda County Fairgrounds was a huge success. It was the most well attended event ever sponsored by your District Council with good fun and good food enjoyed by all, and some lucky winners that went home with quite a bit more. I hope you all take the time to participate

in STAR training this year and turn out for next years inaugural STAR Awards Presentation.

Work hard and work safe and we'll see you at the next Union meeting.

Fraternally,

Ron Kessler  
Business Representative  
District Council 16

**Hello Brothers and Sisters of Local Union 272:**

Most of us think of the upcoming Labor Day holiday as the symbolic end of summer. A long weekend in which some will go camping, skiing, or just spend a quiet long weekend at home with their family. Fair enough. Labor Day is not exactly one of the “biggie” holidays. But for me, it is the “biggest”, but that is my personal feelings. With that being said, I’d like to take a moment to share with you my thoughts on the true laborers of the 21st century.

Labor Day began over a century ago as a celebration of Union workers. But it quickly evolved into a holiday to recognize the labor of all workers. Pretty much everyone worked... hard

and long. (And yes, I know, so did stay-at-home mothers.) A hundred years ago we were moving from an agrarian workforce to an industrial one. Men traded in their shovels and hoes for hammers and drill presses. Most workers labored on their feet, and occasionally on their hands and knees. They built things. They worked eight up to twelve hours a day, five, six, and there was even seven days a week. Vacation days were practically unheard of and no such thing as sick days.

And yet these men and women built the greatest country on earth. They created the highest standard of living in history. They built the foundation of what we enjoy today. It is our job, not only for us as workers,

but for future workers, whatever trade we may be in, to preserve, and build what our forefathers started. And by doing that, we need to be the best at what we do. Be that in the product in which we turn out, safety or training, we need to be head and shoulders above the rest. Which brings me again back to the STAR program. It is very clear that you must participate in Mark Breslins “Survival of the Fittest Training” to become eligible for the STAR awards program in October 2010. You need to sign up now because classes are limited and filling up fast.

Fraternally,

**John Papa**  
Business Representative  
District Council 16

**Brothers and Sisters:**

In these past months the Fresno Area Team which includes myself, Robert Snyder and Don Deming working together under the guidance and complete cooperation of all of District Council 16 have begun to scratch the surface of our goals. We have signed four contractors, they are Bates Construction (general), the Williamson Group (Drywall), Innovations Floor Covering, and Doug Dean Painting. I would like to welcome these new employers to our three-way partnership.

We have also set up and trained our membership in First Aid and CPR, held a Lead refresher course and have had several VAC events. We have also had

several members active in VAC events that were being put on by other Locals in DC 16. We have stepped it up by placing apprentices to work with non-union contractors on public works jobs. This action not only gives our out of work apprentices the opportunity to earn some money in these tough economic times but allows our Business Development and Organizing Department to develop a relationship with the non union contractor and offer them the opportunity to be a part of our partnership and help lead the way to HIGH PERFORMANCE/ HIGH VALUE in our industry. Increasing the market share for our members and signatory contractors has been and always will be high on our priority list, and we will continue to use any

and every tool we can to do just that.

I would like to congratulate Dave Ferry on his recent retirement. Dave worked hard for many years and will be missed. Good luck fishing Dave! I would also like to thank those who attended the opening STAR event at the Alameda County Fairgrounds. It was the largest gathering of DC 16 members to date. Member Jorge Vaca won a cash prize during the raffle and everyone enjoyed some great Bar be Que. The future of our Industry depends on continued training and the STAR program will definitely lead the way.

Fraternally,

**Jeff Roberts**

# Local Union News

Dear Brothers and Sisters:

I hope this finds you all in good health. If you had not heard and it seemed as though I wasn't available, I was scheduled to go on a short vacation and ended up spending it in a small, out-of-state hospital. Obviously it was not my choice of places to be, but, what the heck, I ended up losing 20 pounds. The current economy and down turn in work available is effecting us all but please take note of the progressive and hard work that is done by you and this District Council. We are generating hours of work in places we previously had no presence. This is due to Project Labor Agreements, Stabilization, National Maintenance and Local Maintenance Agreements and

your Market Recovery Plan. It is working but we need to all stay committed to finding new avenues to participate in and continue to promote our industry.

The Kick-off event for the STAR program was recently held in Pleasanton, this is one of those new avenues we were talking about. We all need to participate in an effort to continue to be the best in our crafts. Upcoming classes being held on "Survival of the Fittest" will be Aug. 8 and 22 in Hayward and Sept. 19 and Oct. 3 in Sacramento. Please go online to [www.dc16star.org](http://www.dc16star.org) to register or contact this office if you need assistance. This is a secure website and all personal information is safeguarded.

You will need Mark Breslin's "Survival of the Fittest" to be able to participate in the STAR awards event in October 2010. Work smart, stay safe and participate.

Fraternally,

Haden Blaylock  
Regional Director  
District Council 16

The STAR Kick-off Event held at the Alameda County Fairgrounds on June 6<sup>th</sup> was a huge success. Local 487 had an excellent turnout of our membership and their families. Attendees enjoyed a great day of barbeque, activities for the kids, music and plenty of refreshments. Several members of Local 487 were lucky raffle prize winners and everyone who attended had a great time. Many members have expressed how impressed they are with the concept of the STAR program, especially after attending the Kick-off Event and they are already accessing the website to select their desired training. A complete schedule of training and the registration steps are available at [www.dc16star.org](http://www.dc16star.org) and if you need help

registering you may call Flora at 510 -782- STAR. We expect a huge turnout in Sacramento for our SURVIVAL OF THE FITTEST seminar presented by the dynamic Mark Breslin. The program is scheduled for Saturday October 3<sup>rd</sup> at the Radisson Hotel, and believe me you don't want to miss this event so reserve your spot and sign up now.

Once again Local 487 sent two Golf Teams to the Sacramento Sierra Building and Construction Trades Council annual Dads Day Golf Tournament held at Dry Creek Golf Course. Team Captains were Bart Rasmussen for the Tapers and Bruce Roth for the Painters. With precision Tee Shots by Terry Fogal and

some savvy wedge work by Ron Sampson the Tapers shot 10 under par. Painters team members Mike Panell, Chad Speer and Brent Tisher had a great time out there and posted a respectable 2 under par. A big thank you to both of our Golf Teams for representing Local 487 proudly.

At our April Membership Meeting' nominations were held for Local 487 Delegates to the IUPAT Thirtieth General Convention. Your delegates elected by white ballot are Steve Caster, Ken Gordon and Jon Soderman.

Fraternally,  
Steve Caster  
Business Representative  
District Council 16

Local 376

Local 487

**Dear Members:**

Now is the perfect time to register for the STAR program to increase your work skills. Class schedules are online for your information. Sign-ups are online at [www.dc16star.org](http://www.dc16star.org) and remember you must take the "Survival of the Fittest Training" in order to qualify for the STAR awards program in October 2010. If you need help registering, you may call Flora at 510-782-STAR. Se Habla Espanol. Thank you for your participation in the STAR Kick-off Event. It was well attended by members from all over District Council 16. In fact, three Local 507 members won gifts at the raffle. The first STAR year will be from July 1, 2009 - June 30, 2010. It is our

wish that all members of Local 507 become STAR participants.

I have had calls from contractors for certified industrial painters. Local 507 had to make the call to other Locals for their industrial painters. It would be a good thing for all painters to be familiar with sandblasting, lead certified, confined space certified, as well as all safety and OSHA 30 certified. Local 507 has also had to call other Locals to get apprentices to man some jobs. Please stay current and in good standing with your Union, and for all apprentices stay in good standing with the apprenticeship school to make sure you are able to go to work when you get the call.

Local 507's Annual Picnic is

right around the corner. It will be held at Coyote Ranch as usual. It will be on Saturday September 12, 2009, 10:00 a.m. until 4:30 p.m. There will once again be an early bird raffle at 11:00 a.m. So arrive early. Sign-ups will begin August 24, 2009 in the office as usual. All members in good standing are invited. As always this is a free event. Make sure you get there for all the food, drinks, games, prizes, raffles and fun. Local 507 is looking forward to having this year be a bigger and better picnic than ever.

Fraternally,  
James Hewett  
Regional Director  
District Council 16

**Dear Brothers and Sisters:**

We had the best turnout ever of members and their families at this year's Summer Picnic. Congratulations to Rodney Minor on winning the grand prize, a flat screen TV. To those that won tickets to the Reno Aces game, you are in for a great time at the Northern Nevada Building & Construction Trades Suite located on the upper level of the new Ballpark.

Nevada's legislative session for 2009 proved to be quite a struggle between a revenue plan that could override a Republican Governors veto, and the protection of issues important to working families. At the end of the day, our friends in the Nevada Legislature were able to

defeat Republican State Senator Warren Harding's attempt to change the State prevailing wage threshold from the current \$100,000 to his proposed \$3,000,000 threshold. This would have been devastating to our contractors and would have started us down the path of having no state prevailing wage protections for our workers, much like Utah.

Assembly Bill 148 was signed into law and it becomes effective on January 1<sup>st</sup>, 2010. This bill requires all construction workers to have OSHA 10 training before working on a project. It also requires all supervisors of these workers to have OSHA 30 training. Once you receive your training and the certification card that goes with it, you will

be able to work for five years at which point you will have to renew it. The District Council 16 STAR Program is sponsoring all of this training in Northern Nevada. Be sure to sign up for this important and required training by calling the Training Center at (775) 323-0567. I also strongly encourage each and every one of you to sign up for the Mark Breslin "Survival of the Fittest" presentation.

While work referrals have not seen a big increase we have begun to increase hours somewhat. Although we don't currently see many projects for our employers to bid on, we continue to monitor all projects as they are bid.

Todd Koch

# Local Union News

Dear Members:

Let's start with updating negotiations. The Golden Gate Bridge reached a two year agreement with a wage freeze the first 18 months; there was no change in the Health & Welfare. I would like to thank Kevin Milliken on all his support through negotiations, the members should be proud they have a stand up shop steward.

For the Parking & Highway members as of July 1, 2009 they received a wage increase of \$1.80 in which \$0.47 they elected to allocate in their cost of maintaining their medical benefits. The City and County of San Francisco Painters agreed to No layoffs through November 15, 2009 and the members shall

take 5 furlough days unpaid in 2009-2010. The wellness incentive program will sunset on June 10, 2010 and the new agreement expires December 2010. In the Sacramento region the City of Sacramento asked me to open the current agreement to negotiate take aways in light of the current State Budget. We were absolutely opposed to that and after some discussion between both parties the City withdrew its request.

Upcoming negotiations will begin soon for the San Francisco Housing Authority Painters. I will be holding a proposal meeting with the members to discuss their issues.

In closing, don't forget our Union meetings are on the third

Tuesdays of each month, please make every effort to attend. Have a safe summer and enjoy Labor Day weekend.

Jose Santana  
Business Representative  
District Council 16

For your information the Sacramento District Council 16 Building is currently under construction, we are in the process of remodeling the third floor for STARS and JATC Training.

The STARS Kick-off event held on June 6, 2009 was a huge success, there were over 2,000 District Council 16 members and their families as well as some of our signatory employers in attendance. Excellent food, entertainment for kids and adults and a raffle drawing were provided. You can view the area class schedules online at the STAR website at [www.dc16star.org](http://www.dc16star.org). I want to thank those of you who took time to attend the STAR Kick-off event, after speaking with a number of

members who attended there is a strong feeling that this program will be beneficial for members and contractors.

A few Journeymen have taken the opportunity to brush up on their skills at the JATC Training Facility, if you are unemployed take advantage of what training is available. Unfortunately employment opportunities are lost due to lack of knowledge, skills or certifications. The JATC and STAR programs are available to help you become the High Performance/High Value member.

The District Council 16 staff has been busy on behalf of all our crafts under Organizing and the Business Development program. We have been successful signing

contractors and turning non-union projects to benefit all of the members of District Council 16.

VAC coordinator Brother Tim Duran has been reporting at the Local Union meetings as to upcoming events. We are in need of volunteers for the labor booth for the State Fair, Labor donation projects, help with the Labor Day picnic and we need to be involved with the upcoming political races that effect working families.

Congratulations to newlyweds Cris and Catherine Rutter married June 12, 2009. We wish you a long and happy life together.

Vince Echeverria

Dear Members:

In these trying times that we are all faced with, we are doing our best at Local 1621 to help our members procure good Union jobs. Through Market Recovery and District Council 16 Organizing we have been able to lower our out of work list from 68 to 39 members. It has been projected that there is going to be 35% less man hours worked this year. That means less money coming into our Local. These are the monies that we use to have our picnic and Christmas party. So at this time it saddens me to say it was voted by the members to by pass having our Summer Picnic at Raging Waters as well as the Christmas Party this year. When our hours grow hopefully in the near

future we can continue these fantastic events.

We currently have an arbitration pending against Best Roofing and Waterproofing. This arbitration started with some of our members not getting their travel, overtime or leadsman pay that they deserved. Also Best Roofing is using a different craft to caulk our work. These things were obtained through many years of collective bargaining and hard work, and now is NOT the time to start re-negotiating our contract to fit your own personal situation and let our work be performed by other craft. Stand up and insist that all wages and benefits be paid. Standing unified and strong it's what a Union is.

We have signed 2 more contractors, Top Gun Painting and Daley's Drywall. These contractors are opening caulking divisions out of their companies and we hope to work with these folks in the future. This also brings more job opportunities for our Members.

We would like to congratulate Brett Davis for being voted in as our next delegate to District Council 16. Two more members received their hard hats this quarter from the VAC for participating in 3 or more events; Kevin Tucker and Ken Bell.

Fraternally,  
Stephen Huckaby

William Dirks was born in 1931 in Holland. He married his wife Hubertina on July 8, 1953. That's right 56 years of marriage. Bill operated his own business in Canada for 11 years from 1953 through the middle of 1965. Bill then moved to Santa Clara and joined Local 15 in 1965 then moved into Local 507 where he initiated on November 11, 1965. He worked thirty years in the Union for mostly Jerry Putman, Pat Bond, and Francis Geer. Bill is a qualified painter and wall covering journeyman. Bill has stayed a member in good standing for the last 44 years.

In his spare time, Mr. Dirks hand carves figurines and makes stone jewelry. At the

young age of 78, Bill is a weekly volunteer for every Local 507



**William Dirks**

member. Every Tuesday he collects boxes for the food bank. On Wednesdays around 4:30 a.m. Bill arrives at the local food bank where he separates the food, fresh fruits and vegetables, beans, rice, cheese, can goods and juices. He then loads the food into separate 50 lbs. boxes for the needy. Every Wednesday about 12:00 p.m., Bill brings 10 of these boxes by the Local 507 office for distribution to disabled members. Ten painters and Tapers families receive food each week because of William Dirks volunteering. When I asked Bill what he wanted me to write in this article, he said with a great big smile, "I want everyone to know that I am happy and enjoy everything that I do."

# Local Union News

Dear Brothers & Sisters:

I would first like to say thank you to the very tech savvy member who called in and pointed out that there were some deficiencies in the online sign up forms for the S.T.A.R. training program. Now that's what we're talking about when we say High Performance/High Value. We jumped on the fix as soon as we found it and because of your call we nipped that problem in the bud, we are still working to improve the system so don't hesitate to call and give us your input. Let me restate for anyone who isn't clear. You must first get through the **"Survival of the Fittest"** course to become eligible for the STAR awards program in October of 2010. The number of those classes is limited so you

need to sign up now. We are paying for this program so we need to take full advantage of it.

Let me address some important reasons why you should be attending your Local Union meetings. Some of you question the way the Union is being run so this would be your best avenue to get information on what and where our dues money is spent. To meet with and see your other brother and sister members, and catch up with what's going on in their lives. It is always good especially in these times to find out where the work is and which shops are hiring and or laying off. There are constant changes in the Pension fund and the Health & Welfare fund that you may need information on, and your Local Union meeting is

the place to ask and receive this information.

Meeting new members and helping them understand what it is they have become a part of is important to everyone. It's not only about work it's also about a fraternity to help us become stronger. We need to talk to the retirees, learn about how things have been done in the past so we can carry on these proud traditions. I hope to see you at the next meeting.

Fraternally,

Dan Angel  
Business Representative  
District Council 16

Greetings Brothers and Sisters:

As unemployment in California is reported around 12%, and after experiencing some of the best economic times, if you are employed now consider yourself fortunate and if you are not you are not alone. It can be absolutely devastating to our morale to find ourselves unemployed. For those of us that have been around we all know this will not last forever so remember, for some of you younger Brothers and Sisters everyday is a job interview, so try to shine out there and let your employer know why they have you working for them.

We of the 741 area can consider ourselves a little more fortunate than others, as we have

industrial painting which we can count on for a consistent amount of work and even an expansion of our market share.

On that note, for those of you working in the industrial areas, as many of you already know, the Transportation Security Administration are having us meet some new requirements. The Transportation Worker Identification Credential or TWIC card enables workers to access areas of higher security such as refineries and ports unescorted. BATC stands for Bay Area Training Corporation which includes programs such as the Contractor Safety Orientation Program. This is an eight hour course given here in Martinez. These are requirements to work in the

industrial areas of our industry. For more information on the TWIC card you can go to <http://twicinformation.tsa.dhs.gov> or call 1-866-347-8942.

Now more than ever we as a work force must be as informed as we possibly can, so go to your Local Union meetings and keep aware of what's going on in our area. Just this week through the action of our members of District Council 16 we secured a Project Labor Agreement with the city of Brentwood to build their new city hall with Local Union labor. So, get involved!!! Stay informed and vote.

Fraternally,  
Chris Fallon  
Recording Secretary Local #741

Local 718

Local 741

**Dear Brothers and Sisters:**

The staff here in Sacramento continues to work on your behalf trying to secure what work there is out there, and hopefully you can get some hours in. Talking with our contractors they continue to bid anything and everything, so it isn't from a lack of trying, it is just flat out tough out there. So when you are out there working now more than ever is a time to practice your High Performance/ High Value and keep your word that you are a value to the employer.

As you know the STAR program has kicked off and classes are scheduled. Thanks to all our members who took the time to attend the Kick-off event, I look forward to seeing more of

you at the next event. We will be presenting the Mark Breslin Strategies as a requirement for STAR membership make sure you sign up soon. VAC membership is up, thank you for all your participation. This is no time to slow down though. We have attended many functions in support of The Employee Free Choice Act and this battle is heating up. It is surprising to find how many workers out there who know little or nothing about this legislation. We as Union members understand the value and benefits of Union membership, and we need to share this information with someone who does not belong to a Union.

The members continue to enjoy the events put on by the

Local. Again this year we will be participating at the Annual Union Night with the River Cats on August 29<sup>th</sup>. This has been a great time with members and their families and it's a good excuse to take the family out to a game. Another event that we are planning is the December Dinner. This will be Saturday December 12<sup>th</sup> so mark your calendars.

Also we will be out at the annual Labor Day Working Families Picnic, Monday September 7<sup>th</sup> at William Land Park sponsored by the Sacramento Central Labor Council. This event continues to grow so come on out and see what it is about.

Daniel Belau  
Business Representative

**Dear Members:**

Since the beginning of the third quarter is approaching, I would like to devote the majority of this issue to addressing or clarifying any misconceptions you may have regarding dues payments. Under the constitution of the IUPAT and the Bylaws of Local Union 913, each member is required to pay monthly or quarterly dues. Payment of dues is not contingent upon you currently being employed or not. Non-payment or delinquent payment of dues prevents you from signing your name on the "available for work list" and a referral being sent on your behalf when dispatched by the employer.

Your timely and prompt

payment of dues assists in defraying the ongoing necessary and ordinary administrative expenses of Local Union 913. This also includes the salary of the office worker. Your attention and diligence in paying your dues promptly eliminates the necessity of the Financial Secretary or me calling or sending reminder notices which takes time and adds to the administrative cost through the use of postage, mail-outs, etc. Timeliness of payment helps to ensure a smoother flow of office management.

The IUPAT, nor the Bylaws of Local Union 913, require a notice be sent to a member regarding delinquent dues. However, as a courtesy to the member, a reminder is sent, just prior to a

suspension status (delinquent for 3 months) being imposed. As stipulated by Local Union 913 Bylaws late fees in the amount of twenty-five (\$25.00) dollars per month, are assessed if payment is not received by the twentieth (20<sup>th</sup>) day, of the first month, in each new quarter. In other words, your payment must be received by January, April, July and October 20<sup>th</sup> in order not to be penalized. THERE IS NO CHANGING OF THIS POLICY it will be strictly enforced. I trust I have addressed all misunderstandings however, if you require additional clarification, I can be contacted at (415) 355-9130.

Fraternally,  
James Ruigomez



**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.