Westlake Village is one of several facilities in which we have Painters Maintenance Agreements.

On the cover: Parkmerced

Details under: Job Profiles
District Council 16
Home of the High Performance/High Value Finishing Crafts

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I hope this issue of The Pride has found its way into your home and finds you and your family doing well and enjoying the summer season. We have just concluded negotiations and the ratification of all four of our Northern California Master Agreements. Based on the overall vote in favor of each Master Agreement, I would say that the inclusive process that we developed and implemented for these negotiations was successful. I would like to thank all the members who engaged the process which undoubtedly lead to such a positive outcome. I would also like to give special thanks and recognition to the Executive Board Members of each Local Union and the Local Union Delegates to District Council 16 who played such a vital role in developing our proposals and for their leadership which was instrumental in bringing the ratification process to a successful conclusion.

“I would like to thank all the members who engaged the process which undoubtedly lead to such a positive outcome.”

The lack of work and the poor economy have both been very difficult on our membership over the past two years. The strain that the lack of work and the poor economy put on our Health & Welfare Fund and Pension Funds have also added to the anxiety that our members and those of us who serve them feel. As if all that was not enough to bear, we had to negotiate all new Master Agreements at the peak of this most difficult time which brought the anxiety level of our members and those who serve them to an all-time high. Understandably our members and those that serve them have grown increasingly anxious and frustrated during these most difficult times. Some members choose to take their frustrations out on those of us who serve them. I know that the men and women who work to serve the members of this Union appreciate their jobs and that they work under a tremendous amount of pressure and above all else they are truly dedicated to serving our members and have made many personal sacrifices for this Union and its membership. They are truly deserving of our appreciation and praise, so I would like to take this opportunity to thank all the men and women who work for the District Council and our Local Unions for their dedication and hard work.

In the previous issue of The Pride I discussed the three phases of the bargaining process. I would now like to briefly discuss the fourth phase. The fourth phase of the bargaining process may
be the most important of them all. The fourth phase includes everything that takes place between now and the next time we enter into negotiations. The fourth phase is so important because our performance, attitude, behavior and actions during this time set the tone for our next negotiations. We must always be aware of this and continue to strive to meet our High Performance/High Value expectations of ourselves.

High Performance/High Value is about each and every one of us embracing a quality driven work ethic that not only challenges oneself to raise the bar but also challenges those around us to do the same. We understand that we do this in our own self-interest. There is, and will always be, room for improvement in the way we perform our jobs and if we each personally commit to improvement we will each realize personal gains from doing so. If we all buy in to developing and promoting a High Performance/High Value work 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.

In negotiations we discussed the way in which our contractors manage our members on the jobsite. We agreed that our members’ productivity, efficiency, behaviors and attitudes are limited due in part to the way in which they are managed on the job. It seems self-evident that if we expect the people that are being managed to improve their productivity, efficiency, behavior and attitude we must also change the way in which they are managed. More often than not management provides no managerial training to their jobsite supervisors and yet their main function is to manage the employers’ workers.

“The fourth phase is so important because our performance, attitude, behavior and actions during this time set the tone for our next negotiations.”

In our recent negotiations management corrected this shortcoming and we instituted Supervisor Certification Training into all of our Master Agreements. Supervisor Certification Training will provide state of the art managerial training to all supervisors designed to deliver more sophisticated personnel management strategies which will help to cultivate a High Performance/High Value work culture throughout the entire workforce.

Over the last three years the Union has worked with Management in developing the STAR Program and delivering the training necessary for our members to deliver on their commitment to be High Performance/High Value craft workers. In the year ending June 30, 2010 we had 250 members qualify for the annual STAR awards recognition event. This year we had almost twice as many members participate in the STAR Program. I think these numbers signify that our commitment to High Performance/High Value is growing. Continuing this trend is what phase four of the bargaining process is all about. Showing our commitment to High Performance/High Value will ensure future success at the bargaining table and our dinner tables as well. I would like to take this opportunity to thank all those members who exemplified High Performance/High Value characteristics over the last two years. Our recent success at the bargaining table was in large part due to your efforts, thank you.

Fraternally Yours,

Doug Christopher
Business Manager/Secretary-Treasurer
District Council 16
I would like to start this article with some of my thoughts on the negotiation process and the outcome of those negotiations. First of all, if you recall reading BM/ST Christopher’s article in THE PRIDE magazine back in May, he was explaining the phases of negotiations and how important the involvement of the members is in making that first phase successful and I believe you have demonstrated that.

Here in the Service Department at District Council 16 we hold staff meetings bi-weekly to share information regarding contractors, contract enforcement and various other issues facing our members. We have, since early January, also been sharing ideas our members brought forth regarding these negotiations while attending their Local Union meetings and their thoughts out on the jobsite. If you were to take a common theme among our members, it was about hours. This time around they wanted to see a contract that had the potential to produce hours and I believe as did the vast majority of our members, that is exactly what these Master Agreements reflect.

I also attended every Joint Executive Board Meeting representing all of our crafts and was impressed by their dedication and wanted to thank them for a job well done. They engaged the process and represented your ideas to the leadership here at the District Council and truly took ownership of the process and stood together as your Local Union leadership the day it was delivered to the members. So in all, I believe we had a successful negotiation process and also a successful outcome that will produce what we were looking to accomplish thanks to all of you who participated.

As we wound up all the Master Agreements we now will focus our time on negotiations on all our area Addendums such as Sacramento Painters, Floor Covering and the Drywall crafts and that stands true for the same Addendums in the Fresno area. We have made some changes to the Housing Addendums as well, trying with the cooperation of our contractors to gain market share in a market where we are lacking presence. As I mentioned before, the theme and important issues to our members was all about gaining hours and that is what we are focusing on.

I would also like to share some more positive news as this summer is showing some life as far as members returning to work. During our staff meetings your Business Agents report out on the state of their Local Unions out of work list and I am happy to report that I continue to hear positive news as this summer progresses. Our dispatching of members has increased and the work picture is slow coming but continues to move in the right direction. Hopefully we will see that trend continue as long as we can. I know we typically see an upswing in hours as what is known as a “summer slam” of work but at this point compared to the previous year it looks positive.

As always, the Service Department continues to monitor jobsites for contract violations and your cooperation is vitally important. It is your responsibility as a member of this Union to inform your Business Representative of all contract violations so we may process those accordingly and preserve the wage and working conditions you have earned. I look forward to seeing all the members that have qualified for this years STAR event and your continued success.

Chris Christophersen
Director of Service
Local 741 Business Representative Richard Kennessey and Charlie Richards of Local 376 attended a birthday event for Congressman George Miller on May 24th at the Waterfront Park in Martinez. They took this opportunity to speak with the politicians on the issue of jobs, support of Labor in Wisconsin and the high price of gas and its effect on the working people of their Districts.

A retirement party was held at District Council 16 on July 30th for General Vice President assigned to the Western Region Ray Sesma. Ray has been a member of the IUPAT for 42 years. Ray, an Automotive Painter, was a Business Representative for Local 1176 for 23 years. He has been a General Vice President for 12 years and is proud to call District Council 16 his home Council. Ray has been to 7 IUPAT General Conventions and dozens of Western Regional Conferences. We wish Ray all the best in his retirement, and want to thank him for his service to District Council 16 and the Western Region.
Member Spotlight

Mike Hampton

Mike is a third generation Union Floor Layer who has been “High Performance / High Value” from the beginning. His grandfather Cliff had 35 years in both Local 1288 and the Oregon Local while his father Mike Sr. had over 30 years in our Local. Mike did his entire apprenticeship at R. E. Cuddie and worked steadily for BT Mancini and Preston Borg before moving to Mendocino Co. He has been running work for Conklin Bro’s Santa Rosa and just recently ran the Petaluma Health Center project highlighted in this issue. Mike won the International Apprentice Floor Covering Competition held in West Virginia in 2000 and is an Armstrong Certified Installer and Forbo Master Mechanic.

Mike and his wife Erica have 3 boys; Wyatt-5, Eli-3, and Jesse-1. He and his family are all avid fishermen and frequently boat and fish at Clearlake. Mike also enjoys working on their home in Ukiah and tinkering on his 71 Pontiac Grand Prix.

He will be getting his degree in criminal justice this December while working full time. We wish Mike all the best in his endeavors.

Israel Ojeda

Israel was born in the United States and when he was five years old his parents took him back to Mexico. He returned to the U.S. when he was 15 years old and later on worked as a truck driver and did other jobs until he started to work in construction.

Israel worked for a few years non-union before joining Local 3. He has been a Union Drywall Finisher going on 14 years and feels privileged and proud to be one. He is now working for Hartley Construction, recently signed by Local 3.

He was recently appointed by District Council 16 as a job steward and has taken the Alameda Labor Council training, Fight United Leadership Academy.

He has many of the certifications from the STAR program, and has committed to be involved with his Union from now on.

Israel is married and his wife’s name is Sabrina. They have three children, one son and two princesses.

Thanks Israel for being honored by Local 3 as being a High Performance/High Value Drywall Finisher.

This section is dedicated to all Brothers and Sisters
Henry has been a member of Local 913 and the Foreman out at Westlake Village Apartments for the past twelve years. Prior to Henry taking that position, there was more turnover in Painters out at Westlake. Since he took the position he has inspired the rest of the crew to become more like a family and has established a regular crew of fifteen Painters with very little turnover.

Henry appreciates the working relationship he and the rest of the Painters have with their employer at Westlake. This is the type of partnership that makes for the best most productive and profitable worksite.

Henry has been married for 19 years to his Bride Marleen. They have three children. The oldest is daughter Heather-19, his second is son Henry Jr.-17, and the youngest is daughter Harlene-9.

For recreation, Henry enjoys spending time out at the lake riding his jet ski. He also likes hiking in the mountains with his family.

Thanks Henry for taking High Performance / High Value to the next level. We wish you and your family all the best.

McKinley Nelson

McKinley (who is also known as Junior) has been a member of Local Union 376 for six years. He has worked at the Parkmerced housing complex in San Francisco for five years as part of a crew that averages 22 Painters employed all year long.

His foreman out at Parkmerced has identified him as High Performance/High Value due to the fact that he is willing and able to accept any assignment that comes across including special coatings like the ones used in refinishing the bathroom fixtures out at Parkmerced.

Junior is a resident of Fairfield and is a single father with a 14 year old son named Anthony.

In his spare time he enjoys fishing and has recently taken up the game of golf. Junior is an avid Oakland Raiders fan and attends as many Raiders home games as possible.

On behalf of Local Union 376 and District Council 16 we would like to congratulate McKinley for being recognized in this quarters Member spotlight. Keep up the good work!

who best exemplify “High Performance / High Value”
**Council News**

Actions out at the Golden Gate Bridge are ongoing as part of a plan to raise public awareness as to the issues out at the Golden Gate Bridge. Stay tuned to the VAC Calendar for actions related to this campaign.

Below: District Council 16 Director of Service Chris Christophersen speaks with the media.

Below Middle: Ironworkers support our action.

Left: Local 507 VAC paints the Southbay Labor Council.

Right: Sacramento Locals ride in the United Way (TP) run delivering toilet paper to non-profit organizations.
Galena Creek Bridge- Reno, Nevada

The Galena Creek Bridge is a significant element of the I-580 Freeway Extension Project. When complete, the span of the bridge’s concrete arch will be the longest in the United States.

Right: District Council 16 Local Union 567 Member Dion DuRussel works off of a 150 foot boom lift at the Galena Creek Bridge.

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Left and above: Local 294 and their VAC members are active and receiving support from unusual members of the community.

Above left and right: Volunteers taking a break. Even the Grim Reaper needs relief from the Fresno sun! Activists back to work.

Right: The Sacramento Organizers and Service Agents have regular actions against their targets and are assisted by a mix of Local 487, 767 and 1237 VAC members.
Council News

Here are two of many examples of how our employers are winning jobs in this tough market. Some require skills and certifications that are rarely found outside of our ranks. For example the Petaluma Health Center has a very complicated and intricate layout of Floor Covering materials. When asked, Mike Hampton of Local 12, working for Conklin Brothers, stated that he did the layout off of the prints. Mind boggling considering the geometry involved not to mention that the irregular pattern continues from room to room. Value is always a consideration. Obviously our employers bids on these jobs were competitive and our members are expected to perform at a high level. A perfect example of High Performance / High Value.

At Santana Row in San Jose, Silicon Valley Glass installs curtain wall, punched window openings and performs water testing while many of the other subcontractors are non union.
John Sherak

Board Proposes Rules to Reform Pre and Post-Election Representation Case Procedures

One of the most important duties of the National Labor Relations Board (NLRB) is conducting secret ballot elections to determine whether employees want to be represented by a union. Organizing a company is a very difficult process in a bottom-up campaign. Unions have long complained that the company has an upper hand when it comes to the election process. As an Organizer the most frustrating part of the campaign is how long it takes to get an election through the NLRB after getting enough signatures to file a petition.

This allows the company time to bring in anti-union attorneys and union busting consultants to undermine the union’s ability to organize its employees.

The NLRB has published in the federal register a notice of proposed rulemaking, which proposes amendments to its existing rules and regulations governing procedures in representation cases. The proposed amendments are intended to reduce unnecessary litigation, streamline pre and post-election procedures and facilitate the use of electronic communications & document filing.

If this is finally adopted after a public notice and comment process, the proposed amendments would:
- Allow for electronic filing of election petitions and other documents.
- Ensure that employees, employers and unions receive and exchange timely information they need to understand and participate in the representation case process.
- Standardize timeframes for parties to resolve or litigate issues before and after elections.
- Require parties to identify issues and describe evidence soon after an election petition is filed to eliminate unnecessary litigation.
- Defer litigation of most voter eligibility issues until after the election.
- Require employers to provide a final voter list in electronic form soon after the scheduling of an election, including voter telephone numbers and e-mail addresses when available.
- Consolidate all election-related appeals to the Board into a single post-election appeals process and thereby eliminate delay in holding elections currently attributable to the possibility of pre-election appeals.

I believe that the proposed amendments are a good thing and are a step in streamlining the process. This will give Unions a better chance at winning an election. Unfortunately, there are many politicians who believe that the NLRB is now dominated by appointees of President Obama, and that they will continue to push a Union’s agenda forward. There will be lots of opposition to the amendment because corporate America does not want any Unions to have a voice in this country.

John Sherak
Director of Organizing
District Council 16
The Parkmerced rental apartment community has everything from studio apartments to townhomes and high rise apartments. Located in San Francisco, Parkmerced is one of the largest apartment communities west of the Mississippi. Opened in 1947, this complex has had a long standing relationship with the Painters. Consisting of over 3000 units, they average 175 units per month in turn over which require painting. During the summer as a whole, they paint about 400 units. The crew out at Parkmerced averages about 22 Painters, and then they hire more if they are working on the exteriors. Parkmerced understands the value in having a relationship with our Union, and is looking to expand that by hopefully including the Floor Layers by this time next year. A renovation project at Parkmerced is currently being reviewed by the San Francisco City Council which could mean many more jobs for our members.
The Petaluma Health Center is being built by a General who notoriously uses the lowest bid. On this project a competitive price was just as important as getting tradesmen who could perform on these high end applications. See more on this project under Council News.

Westlake Village Apartments has a proud group averaging 15 Painters working year round. The complex located in Daly City is over 2500 units of various building types and floor plans. The Crew out at Westlake under Foreman Henry Reyes is much like a family and has a good relationship with their employer. Between Westlake and Parkmerced we have nearly 40 Painters working on maintenance agreements within a few miles of each other.
The District Council 16 Joint Apprenticeship Training Center is in the process of building mock-ups and training our apprentices in the Finishing Trades. The new facility has many new pieces of equipment and training aids with the goal of turning out the Apprentices with a variety of skills.
What does “Old School” mean to you?

I starting thinking about the term “Old School”, when I realized that it means different things to different people. For some it represents a positive connection to a time when things were different than they are today. For example, when a person’s word was good enough to do business on the jobsite. You could make a deal with another trade Foreman or have a verbal agreement with the Job Superintendent and have the confidence that your verbal agreement is solid. In today’s world you have to be very careful about the agreements you make verbally especially with the General Contractors. So, although in your mind you are “Old School” and could hold up your end of a verbal agreement, because the jobsite and market environment has changed, you need to cover yourself with memos and e-mails etc. in order not to have exposure which may cost your employer lost time and money on the job.

Here is an example from the Supervisory Training.

In almost all subcontracts the sub is responsible for removing their own waste and debris from the jobsite. However, they will still try and organize clean-up crews from all the subs to do the work they would normally be paying the Laborers to do. Then they take pictures and back charge the subs for cleaning up any of their debris. They actually make money on this. The way to get out of it is to reply to their request for a clean-up person in writing, letting them know that by contract you are cleaning up all of your own debris and will not be taking part in their program. Proper documentation is then essential, photos etc., but is much cheaper than donating labor which was not figured into the job to begin with. It seems like the Generals have all been to the same seminars on how to manipulate the Subcontractors. Proper documentation is then essential, photos etc., but is much cheaper than donating labor which was not figured into the job to begin with. It seems like the Generals have all been to the same seminars on how to manipulate the Subcontractors.

This is one of many examples of things to be aware of as part of the Supervisory Training. In getting the Foremen and Superintendents together for this training we are able to share our experiences as well as learn from others and the program. I guarantee that every Foreman will take something away from these courses that will help make them a better supervisor.

Here is another example: Depending on your trade, your employer may have more money in equipment on your jobsite than his profit on that job. So if you are constantly going through equipment your employer is less competitive and your work opportunities could start drying up. Basically you may be hurting yourself by failing to promote the care and security of our employers’ equipment.

Earlier I mentioned that there was another take on the term “Old School”. I have also heard this used in a more negative fashion when people who are uninformed and resistant to necessary change and reform are claiming to be “Old School”. Let me be clear. The necessary but difficult changes that our Trustees have made are for the survival of our Pension and Health and Welfare plans. Just because it is a new concept or you may be late in becoming aware of the facts, doesn’t mean it’s a bad idea or is opposite of an “Old School” mentality.

I enjoy looking back into our past as evident from the research and articles we run on the history of our crafts. We should always honor where we came from and who brought us here, but recognize the mistakes which have cost us Market Share and embrace the change that will keep us alive and well.

Mike West
Director of Communications
District Council 16
From the dawn of mankind to the fall of the Roman Empire Painting and Decorating was prevalent in many cultures around the world. During the Dark Ages much of the culture in Painting was lost for about 800 years. It however made a large comeback in the European Renaissance period. Journeymen from the Painters Guild would travel from one country to another carrying brushes and secretly blending paint and introducing new color schemes. The Painters like many other craftsmen of medieval Europe had their own Guilds of Masters, Journeymen and Apprentices. It is from these guilds that the Brotherhood traces its origin.

The discovery of the new world opened up new fields for the skilled artisans of Europe, but the opportunities were scarce at first. The real development of the interest in decoration would have to wait until the frontiers had been won. The frontier was a cruel master. There was time for utility only which is reflected in the weathered grey wood fronts, authentic reminders of a time and place where there was no Painting art.

By the early nineteenth century, lavish, costly decoration was the rule for homes of the wealthy and for public buildings. The Masters of the old world brought their experience and knowledge with them. As they worked they found time to maintain their great ancient tradition of educating and training their young people by giving them an opportunity to work with them in practical demonstrations, supervising their progress at all times. This was the start of the apprentice program in America.

There were sporadic local attempts at Organization and there are reports that a Painter’s society was organized in Philadelphia in 1815. In 1862, the German Fresco Painters of New York formed a special Union, and there followed unions of dry dock painters, custom varnishers and polishers, in addition to house Painters.

After the Civil War, union organization picked up steam. The Painters, who in 1884 were absorbed by The Knights of Labor, were inspired by other forming unions and a brand new American Federation of Labor. The Painters emerged as a national force.

It was the leadership of John T. Elliott, of Baltimore, which brought fifteen Painters Locals together in March of 1877. Elliott was elected Secretary of the Brotherhood. By 1888 the number of Locals had grown to 111. Elliott was justly given the title, “Founder of the Brotherhood”. He was a thinker, a worker, and a fighter. He had gained much experience as an Organizer and officer for The Knights of Labor.

At a convention in Milwaukee in 1899, the members voted to retain the Brotherhood’s headquarters in Lafayette, Indiana, and jointly affirmed a full slate of officers. Only three years later in 1902 Brother John T. Elliott died.

When the Brotherhood was formed the members consisted exclusively of Painters and Decorators. Paperhangers were added to the official title soon after. By the affiliation of a number of independent organizations and by decision of the American Federation of Labor our jurisdiction now covers all Painting, Decorating, Paper Hanging, Glass and Glazing, Drywall Finishing, Paint Making, Floor Covering west of Kansas City and many other affiliated crafts.

During World War I an office was established in Washington D.C. at the old AFL headquarters. Then in 1956 they moved into the new AFL-CIO Building. By spring of 1964, General President S. Frank Raftery and the General Executive Board began to streamline its organization. The first step was the creation of independent departments. They included: Legislation and Wage Rate Administration, Research and Organization, Jurisdiction and Apprenticeship Training. Political Action Together (PAT) was introduced in the fall of 1965.

The Painter and Decorator
March 15th, 1967
Greetings Brothers & Sisters,

As of this writing we have voted in both the Painters and Drywall Master Agreements. The economy wasn’t in our favor but I feel strongly that under the current “recession” both contracts reflect a positive outcome for our members and employers. Let’s hope that construction activity increases to the point where most if not all our members can get back to what they do best and thereby increase the hours needed to have a robust health & welfare as well as pension plans. On both contracts the members must have a signed referral on hand prior to commencing work. That was already in our District Council Bylaws as well as in our Local Bylaws, so now that it is in the contract there are no excuses as both Employers and members alike are responsible in print. The new language that mandates that Drywall Finishers wear white pants while performing our scope of work is about looking professional on the jobsite, HIGH PERFORMANCE/HIGH VALUE is not only in performing at high standards in our Industry but also is reflected in how others see us while we perform. In times past everyone wore whites while painting or taping so we are just going back to basics. The turnout for both ratification meetings was low. I want to thank all that showed up to exercise their right to vote.

The Golden Gate Bridge Painters while making the highest wages in any of our contracts, decided that they don’t want to be part of our UNION. Therefore we have had two pickets so far protesting the fact that there are SCABS impersonating painters working at the bridge riding on the backs of those that shed their BLOOD, SWEAT and TEARS to bring the terms and conditions that these SCABS take for granted and didn’t earn. To those members in the out of work list come and join us at the picket line the next time to send them a clear message that you as a DUES PAYING MEMBER are not O.K. with NON-UNION SCABS riding our coat tails.

Jazy Bonilla
DC-16 Painters & Allied Trades
Local 3

Brothers and Sisters,

Well we ratified our recent contract, and for those who don’t know, it is a three year deal with maintenance of benefits (Health & Welfare), Pension deficit relief, and a deferred wage increase. The deferred wages will only come due six months after we have reached 1,370,000 hours in our fiscal year (July 1 through June 30 of any calendar year). Furthermore, we have eliminated the Base Wage column of the wage schedule. Now Vacation/Holiday pay will have a premium attached to it when you work overtime or at any of the premium wage rates. The stated wage increases are $1.50 per year.

The work picture seems to be picking up some, we have only thirty people on the list. As I go out and have the contractors sign the new CBA, I am asking each owner what his or her work outlook is. Most of them seem to have a fair amount of work on the books this year and even more scheduled for next year. Welcome news for sure.

I have been noticing an alarming trend lately and that is that a fair number of members have been letting their dues lapse and continue to work while being suspended or dropped. This will not be tolerated in any way, shape or form. If an agent finds out that you continue to work while suspended or dropped, your Employer will be notified and in all likelihood grieved.

We will in effect make your Employer pay somebody on the Out of Work List for all the hours that you worked while suspended or dropped. Paying your dues is much easier than it used to be in that you can phone it in using your charge or debit cards.

In closing, let me thank all of you that showed up to vote on your contract. I still would like to see a greater percentage taking an interest in our future, because you never know when a minority opinion on a vote sinks us all!

Fraternally,

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

Summer is upon us (although the weather doesn’t show it) and we are dispatching a lot more members back to work. Be sure you are on the out-of-work list if you aren’t working (and that you call in on the first business day of every month to remain on the list) so that we know you are available for dispatch.

Our new Glazier Master Agreement has been ratified by all of the Glaziers Locals in Northern California. The Executive Boards of all of the Glaziers Locals and the Staff and Officers of District Council 16 worked for months on the proposal that led to this agreement and with 90% of the members that voted voting “yes”, I have to say that all of that work paid off very well. The next step is for every member to make sure that they don’t subvert the contract in any way. Our bargaining strength comes from our reputation for sticking together and standing up for one another. If one member accepts work that doesn’t meet the standards established in our contract, he makes everyone else suffer for his temporary gain. Standing together and standing strong is what gives us the wages and conditions we enjoy.

The contract and the wage schedules along with news and current events are all posted on the District Council 16 website, www.dc16iupat.org

We are entering into a new qualifying year for the STAR Program. Upgrade your skills and work opportunities by taking classes which will qualify you for next year’s STAR event. For class schedules and more information visit, www.dc16star.org

Work safe, work hard and I’ll see you at the next union meeting.

Joe Upchurch
Business Representative
District Council 16
Local 169
Hello Again Brothers of Local 272,

The Painters voted on Saturday June 4th to accept the proposed agreement by a 3 – 1 vote and on Saturday July 9th, the Drywall Finishers passed their agreement by a 2 ½ - 1 margin. The good news is that the members spoke. The bad news is that less than ten percent showed up to vote on each and every one of your agreements. Brothers, this is your livelihood we are talking about here! Please, I know we all have busy schedules and families out there, but one hour on a Saturday morning to be informed and involved once every two to three years isn’t much to ask.

Now for some good news. The painters here have picked up some work due to the yearly “summer slam” effect. That is, some of the schools in the area are getting repainted. I know that this is temporary but hopefully they have some jobs in the pipeline that will begin afterwards, so there is a nice transition and we stay busy. As for the finishers in the Local, things are still slow. Our local contractor has a big job on the books, but it is already a year behind. As I have mentioned in previous articles, sign your timecards, keep all your check stubs and if you are out of work, sign the out of work list. How do I know to call you if you’re not on it?

As of June 1, 2011 the Local no longer accepts cash payments for dues. Checks, money orders or cashier’s checks will only be accepted. We are still looking into Visa or online payments but that seems to be cost prohibitive for a Local of our size. I will keep shopping around for this service to make things more convenient for you.

Just a reminder, our meetings are on the second Tuesday of every month at 7 PM at the office in Watsonville. Come get informed and be involved. I would like to see you there.

Fraternally,

John Papa
IUPAT Local Union 272
District Council 16
Business Representative

Dear Members,

As I write this article the Glazier and Drywall Finisher members have just ratified their Northern California Master Agreements, with the ratification of the Painters and Floor Coverers completed in June we can now focus on all addendums to those masters. I would like to thank Doug Christopher and all of the agents who assisted Doug in negotiations and to all of the members who recognized all of the hard work put in by ratifying those agreements.

Work has picked up some this summer in comparison to last summer. Painting and Taping hours are up 1500 hrs compared to this same time last year. The Glaziers out of work list has been relatively empty, and the Floor Coverers were busy for a short time with Children’s Hospital but have since slowed down. If you are not working please be sure your name is on the out of work list. Also be sure to phone in the first of every month to maintain your spot on that list.

Since the last Pride magazine Robert Snyder and I have attended the IUPAT Leadership Training Part 1 and 2 in Hanover, Maryland. We were instructed on various subjects such as negotiating techniques, organizing, laws governing labor unions and other subjects related to the labor industry. Since I am on the subject of training I would like to remind you all of the STAR training program. Be sure to check the class schedules and sign up for classes that will move your career forward. Also the awards event will be sometime in September, so keep your eyes peeled on the mail to see if you qualified.

In closing I would like to report that we have recovered approximately $12,000 in the past month from non-union contractors for late pay penalties for apprentices who were dispatched to them on public works projects. See you at the next Union Meeting first Tuesday of every month at 5:30pm.

Jeffery B Roberts
Business Representative
District Council 16
Local Union 294
Members of Local 376,

Greetings and I hope to find you and yours in good health. The last three months have been hectic to say the least. A new Painters Agreement and new Drywall Agreement were ratified by the members. Both Agreements are milestones in this economy. One only has to read the paper to review the news on what’s happening to Unions across the country. There are those unfriendly to Unions collaborating together using the economy to attack us. I would like to take this opportunity to thank all who participated in the Joint Executive Board meetings and subsequent ratification votes for both crafts. Even though the participation (the number of members who actually showed up) was low, numerous discussions took place prior to the actual vote. The new Agreements, the most important vote you can participate in, was once again left up to a minority of members. Please stay involved.

Recent updates at the Local Union are as follows:
Nominations and elections for one vacated delegate seat to the District Council was available. The election took place at the July Regular Meeting and it was a close race between Brother Eric Bassi and Brother James Rose. Brother James Rose prevailed and is now the new delegate to District Council 16. Also changed was the old ticket name draw for the ability to win cash from the Local at each regular monthly meeting. This was changed to a ticket draw for all in attendance of the meeting for a chance to win a T-Shirt and $20.00. New on the horizon at the Local will be to have the ability to pay dues utilizing a debit or credit card. This is being reviewed and will be up and running in the near future.

Work this summer has picked up and so has the request for Painters and Tapers which is good news for members’ work hours. I sincerely hope this trend continues.

Respectfully,

Haden Blaylock
Regional Director
Business Representative
Local 376

Greetings Brothers and Sisters,

Our Painters and Drywall Finishers Master Agreements have been ratified which for Local 487 means we must still negotiate and ratify the Sacramento Painters Addendum and as I write this article we are working with the Sacramento Painters Association on setting some dates for bargaining. I anticipate good faith sessions and if all goes well we should have the contract settled by the time you read this Article.

Drywall Finishers you should have all received by mail a copy of the new Agreement including the changes. I have also included the current STAR schedule. Take some time to familiarize yourself with your contract and please review the STAR schedule and sign up for classes. Foreman and General Foreman you are now required by your contract to attend at least 16 hours of training annually of which at least 8 hours shall be Supervisor Certification Training. If this is a sore subject for you, just remember that the more training you have the higher your value is.

The situation with work has improved and hopefully will continue to do so, if you are out of work, I would remind you to register on the out of work list by contacting the Union office on the first working day of every month.

Local 487 recently received thank you cards and letters from the teachers and students at Barrett Middle School they were amazed at the new look of the music room after the handy work of some of our Painters, Bryan Tapp, Mike Panell, Larry Wood, Don Tobolski, Bruce Kenney and Ken Gordon applied four different colors and re-sprayed the lockers over the course of two days. You guys really made that music room and Local 487 shine!

In Solidarity,

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

I am pleased to report that dispatching to new jobs has increased beginning in June. Some of this is directly related to the Nevada Supreme Court’s unanimous ruling that Governor Sandoval could not raid the Washoe County School Bonds for the State General Fund. That ruling will result in thousands of work hours for our membership. Thanks to all of the members who participated in the VAC events during this year’s Nevada State Legislature. Also I want to thank all of you who called Assembly Speaker John Oceguerra and Assembly Majority Leader Marcus Conklin during the last few weeks of the session to tell them that attacking the prevailing wage laws in Nevada would not fix our state budget.

Although odd numbered years are not normally election years in Nevada, this year we have a special election. The election is on Tuesday, September 13th. There will be only one race on the ballot, Nevada Congressional District 2. This seat was vacated when Governor Sandoval appointed Congressman Dean Heller to the U.S. Senate seat which John Ensign resigned from. Congressman Heller had previously been rated the 435th most influential member of the House of Representatives by the non partisan group Congress.org in 2007. That means we had very little or no representation while Heller was our Congressman. We now have an opportunity to change this. Kate Marshall, our current State Treasurer, is a candidate in this race. I recently reached out to Kate for some help on an upcoming project. She was eager to help. This is in stark contrast to Congressman Heller. The other candidate in this race is Mark Amodei. You can see what he thinks about Unions in his own words by going to youtube and searching for the following terms: Amodei labor ad. Kate on the other hand has received the endorsement of working families. She deserves your vote on September 13th.

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

I’m happy to say we have a new contract, and that all the parties worked together during these difficult times to reach this. This contract shows us that when both parties are reasonable and show each other respect that the goal can be achieved. This is a positive move that will hopefully help our shops get more work.

One thing that is starting to change slowly is more work opportunities. There has been movement on some large projects that gives us the hope that maybe the worst is behind us. These are some of the jobs; a 38 story tower of condos and apartments; a building at Trinity Towers with 4 in total planned; The Trans-Bay Terminal and the second tower at Rincon Hill. These projects sometimes take years to go through the process to become a job. Some go and some get caught in the web of a politician’s agenda. This is another example of who we support and work with can make the difference whether a large project is approved. For example, 555 Washington was killed by one deciding vote on the Board of Supervisors in San Francisco.

We as a Local have endorsed Leland Yee for Mayor of San Francisco along with the SFBTC and many other Labor Organizations. Leland has always been a strong supporter of Unions, and has the voting record to prove it. When he becomes the Mayor of San Francisco we will have a true friend of Labor. These are the relationships that make a difference at an important vote or hearing. We will have many VAC events for Leland and other elections this year so check the District Council website at www.dc16iupat.org. It has a lot of information and links that are helpful when a phone can’t be answered. It’s always on with the information just a click away. Heck if I’ve learned to navigate and use this, I think most us can, and if not ask your kids they understand a lot about it.

Work safely,

Mark Shelley
Business Representative
District Council 16
Local 718

Greetings Local 741 Members,

Local 741 recently held ratification votes for the Northern California Painters Master Agreement and the Northern California Drywall Finishers Master Agreement. Both votes went well and both contracts passed by vast majorities at Local 741 and throughout District Council 16.

At the Drywall Finishers ratification vote I was asked by a member why he was uninformed on the contract, how it was negotiated and what we were negotiating for. My answer to him was that we disseminate information traditionally through the Union meetings and that our Council is also trying hard to communicate through the Pride Magazine and social media. The member denied knowledge of monthly meetings and expressed an opinion that I should have called him personally to discuss the contract.

Local 741 has well over 400 members. There is no way I can call every member by phone to discuss Union issues. We meet every month at 6:00PM on the second Tuesday of the month at Local 741 in Martinez, California. At the meetings we discuss every aspect of Union business. This is where the elected Union leaders communicate with the membership on contracts, organizing, work and policy. This is the forum where the membership communicates their issues to the elected leadership on contracts, organizing, work and policy.

I encourage every member to come to the monthly Local 741 meetings to hear and be heard. We discuss and vote on Local 741 issues, and recommend policy positions on District Council issues so our District Council Delegates can vote accordingly. This is how we exchange information.

Come on and get involved,

Fraternally,

Richard E Kennessey
Business Representative
District Council 16
Local 741
Members of Local 767,

On July 9, 2011 at 9:00 am, Local 767 had a special call meeting for the purpose of ratifying the proposed Northern California Glaziers Master Agreement, and the Sacramento Area Addendum. I am happy to report that Sacramento voted to accept the new Agreements by a wide margin. I would like to thank the Executive Board and everybody else that came to the meetings, and stayed involved throughout the entire process.

The work picture is looking a little better, and we all hope this trend continues. As you drive around and see foundations being poured and steel going up, it is certainly a sign that money is being spent, and that should mean greater hours for all of our trades in the future.

I just can’t stress enough how important it is for each and every member to take advantage of the training being offered by the STAR program. OSHA 30, First-Aid-CPR, Rigging-Hoisting, and Welding are just a few among many of the certifications being offered. Please take advantage of this program that was designed to better educate our membership. Remember, High Performance/High Value!

I would like to report out on Local 767 retirees meeting / lunch that were held on June 16, 2011. The turnout was good, all the guys received lunch, local shirts and had a chance to talk about the old days. They decided that the next get together would be in September on a day yet to be determined. If you happen to be a retired member please call the office for more information.

Please keep your information current with the Local, and if you are out of work, call in on the first work day of every month to maintain your spot on the list.

I hope everybody is having a happy and safe summer. Feel free to call or email me at any time for whatever reason you might have.

Tom Whetstone
Business Representative
DC-16 Local Union 767

Wisconsin Firestorm: Politics vs. Unionism – What Did We Learn?

Labor has a smart new plan to build on the political models developed in Wisconsin, where mass protests against anti-labor initiatives mounted and signaled an opening for labor to go on the offensive. Meanwhile, key Unions will probably be putting all their resources into state and local races. What does this mean? This means that major organizations like the AFL-CIO are now changing the way labor practices politics. This is a good thing. Governor Scott Walker, of Wisconsin, suggested the possibility of abolishing state employee Unions to help eliminate the state’s budget deficit. He wanted to destroy a law that assures uninterrupted delivery of high quality public services. Governor Scott Walker’s actions are an escalation of aggressive posturing he is taking with state Unions. In Governor Walker’s world, there isn’t a working class person who deserves to earn what he does. But District Council 16’s concept of High Performance/High Value could challenge his theory.

So what are these anti-labor initiatives really about? It is an agenda that wants to shrink the public sector and wants to diminish the power of workers and their Unions. It’s about trying to silence the collective voice of working class people. I believe Unions will capitalize on their opportunity to continue to unite workers around a broader theme – organizing. I’m confident in that plan of action. Every day, we see the effectiveness of our District Council 16 Organizing Department. Further mobilizing our organizing efforts will help us to effectively counter those attacks which propose to eliminate collective bargaining rights for all working people.

Local 913 meetings are held the first Wednesday of every month at 6:00 P.M. I strongly recommend you attend these meetings to stay informed.

Fraternally,

James Ruigomez
Business Representative
Local Union 913
Members of Local 1176,

I would like to begin this article by giving General Vice-President Ray Sesma congratulations on his retiring as of July 1st, 2011. As you know Mr. Sesma was the Business Representative of this Local for years before moving over to the IUPAT. The Executive Board and the members wish you all the best.

As many of you might already know, the Golden Gate Bridge painters decertified from the Union over a dues increase. It’s hard for me to understand why, after all the benefits and wages they received and despite the hard work the Union put in for them going way back. Their hourly rate is one of the highest in the United States for bridge painters, and because we were asking for them to pay dues like all the other trades in the District Council, they wanted out. Well, all I can say now is good luck with the bridge management, because believe me they will be taken advantage of, and will have no Union to represent them. I would like to thank Kevin Milliken and Reggie Hibbard for all your hard work and for trying to keep the Union together at the bridge.

Negotiations are still on going for BAE shipyard workers, the Unions are having trouble with management on wages. Both parties agreed on extending the CBA for now while ongoing meetings are still in process. I will keep you informed of any changes.

Kelly Moore Members: your Medical Insurance will be increasing by $ 41.00 beginning the month of September 2011. You will have to pick up that entire amount for the month of September and the following months will depend on what’s negotiated. Your CBA expires on October 1st, 2011. We will be meeting to discuss proposals for the upcoming negotiations.

Suspension letters are being sent out because of non-payment of over the counter dues. Please make sure you come in and pay your dues, and if you have any questions please call Catrina.

Jose Santana
Business Representative
District Council 16
Local 1176

Dear Members,

Congratulations to the leadership and members who ratified the four Master Agreements. The majority vote of the members tells me that their goals and expectations have been achieved.

The addendums for Sacramento and Fresno Floor Coverers and Painters are set to expire August 31, 2011. We are in hopes of presenting agreements that will be beneficial for our Members and Management. Please continue to involve yourself in the bargaining process.

What happens after an agreement is ratified? Your accountability as a member is enhanced through the duration of your agreement; the employers and the Union recognize the High Performance/High Value members and are rewarded by monetary increases through the life of the contract. Your responsibility as a member is to give an honest day’s work as well as educate yourself of the Collective Bargaining Agreement that Labor and Management agreed to be governed by. Attend your Local Union meetings and ask questions if you are unsure of the intent of the language in the agreement. We as District Council 16 Representatives are responsible for policing the agreements but your accountability in the field is to notify the Union of contractual and compliance infractions that may arise. Your participation helps make our jobs easier.

We are also engaged in a battle with anti-union organizations that want to rid the Sacramento City and County of Project Labor Agreements; they are now collecting signatures to put on the 2012 ballot. Their campaign directly affects your future wages; we will be having numerous VAC events to combat the actions of these anti-union organizations. I’m looking forward to seeing you at the upcoming meetings and VAC events.

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

Here at Local 1621 we just participated in a District Council 16 wide vote. Glaziers voted on their Collective Bargaining Agreement and it passed 378-yes to 29-no. Here are some of the changes that stand out. Article 10-Employer must have your referral in his hands before you can start work; Article 28-We can no longer transfer money from wages to benefits. The taxable net wage can never be lowered; Article 30-Pre-Apprentice is 34% for 6 months only; Article 32-maintenance of benefits for health & welfare and wage/deferral system; Shop Foreman and Leadmen are required to participate in STAR Supervisor Certification Training (16 hours annually); Exceptional Conditions Permit, as well as a revised tool list. These are some of the changes made through lots of hard work at the bargaining table. I cannot completely go into each article here but please call my office and I can explain them to you. Our meetings are the third Tuesday of every month, come to the next meeting and we discuss them fully.

Our District Council 16 STAR Program is the perfect opportunity for you to advance your skills and obtain High Performance/High Value for your employers. Classes are ongoing and schedules for each quarter may be viewed on the website – www.dc16star.org. There are OSHA 10 and 30 classes, Lifts, Booms, and Welding. That’s right; you have the opportunity to become a Certified Welder to add to your Glazing resume. Don’t put it off, look in to this now! The training year starts July 9th, 2011.

District Council 16 VAC (Volunteer Activist Committee) is a great way to give back. Learn about this and upcoming events on our DC 16 website – www.dc16iupat.org. Members are encouraged to bring their ideas for any VAC event.

Fraternally,

Steve Huckaby
Business Representative
District Council 16
Local 1621

Painters-Mike Fallon (Right) and Mundo Martinez are Main- tenance Painters for the Hilton Hotel in San Francisco.

Painters working under maintenance contracts in District Council 16 are re- sponsible for a significant amount of hours worked each year in our Council.

Although these members make slightly less than the commercial rate, they are usually employed year round and tend to make more annually.

Painters-Mike Fallon (Right) and Mundo Martinez are Main- tenance Painters for the Hilton Hotel in San Francisco.

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Editors Notes:

District Council 16 is now on Facebook, Twitter and YouTube! Our channels are all DC16IUPAT.

We now have the IUPAT mobile message alerts on our homepage! You can also text IUPAT to 48728

Jeopardy Question: This clause in a Union contract says that wages will rise and fall depending on a standard such as the cost of living.

Send your answer in the form of a question to the website under Contact Us. All correct questions received in August will be entered into a drawing for some DC-16 Swag. Good Luck!

Mike West
District Council 16
2705 Constitution Drive
Livermore, CA 94551