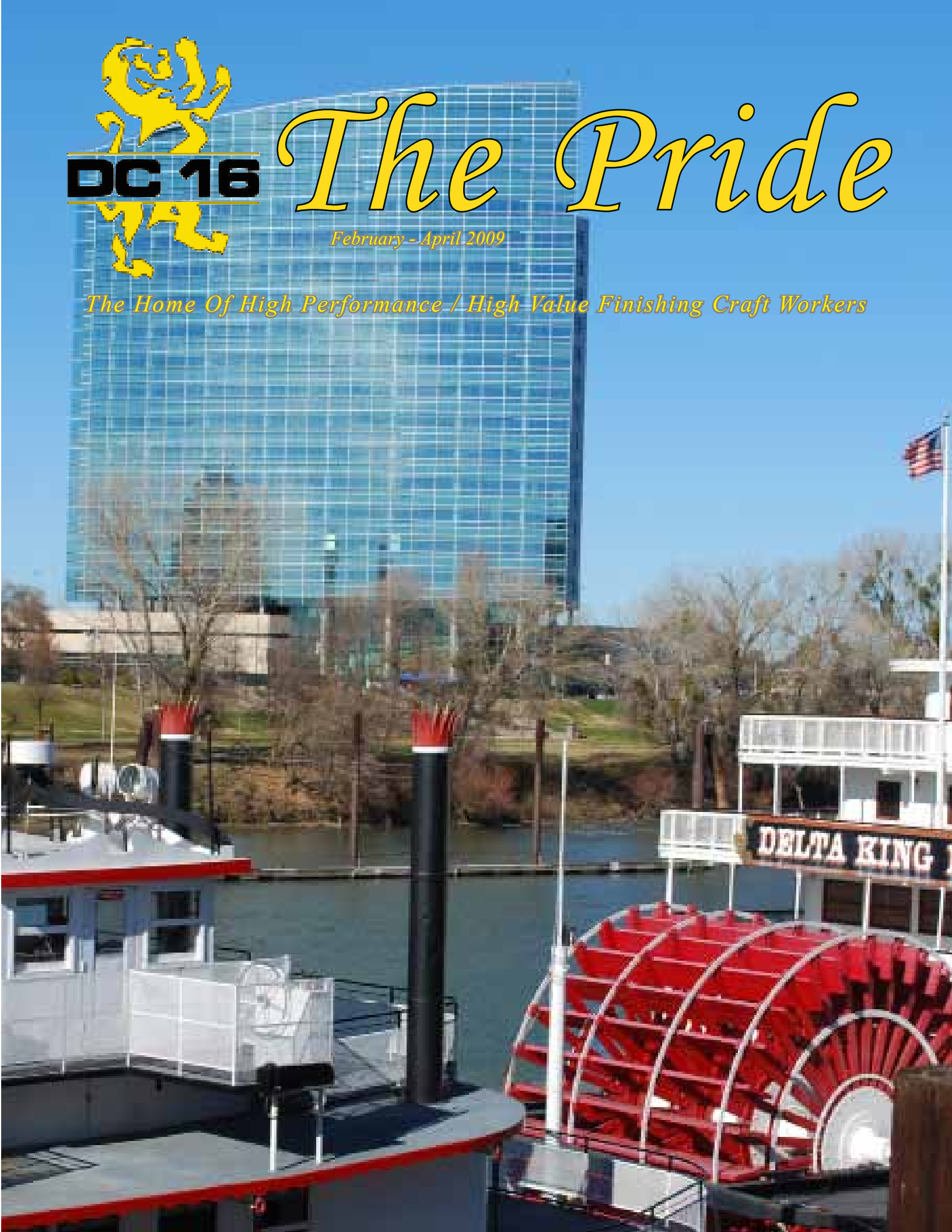


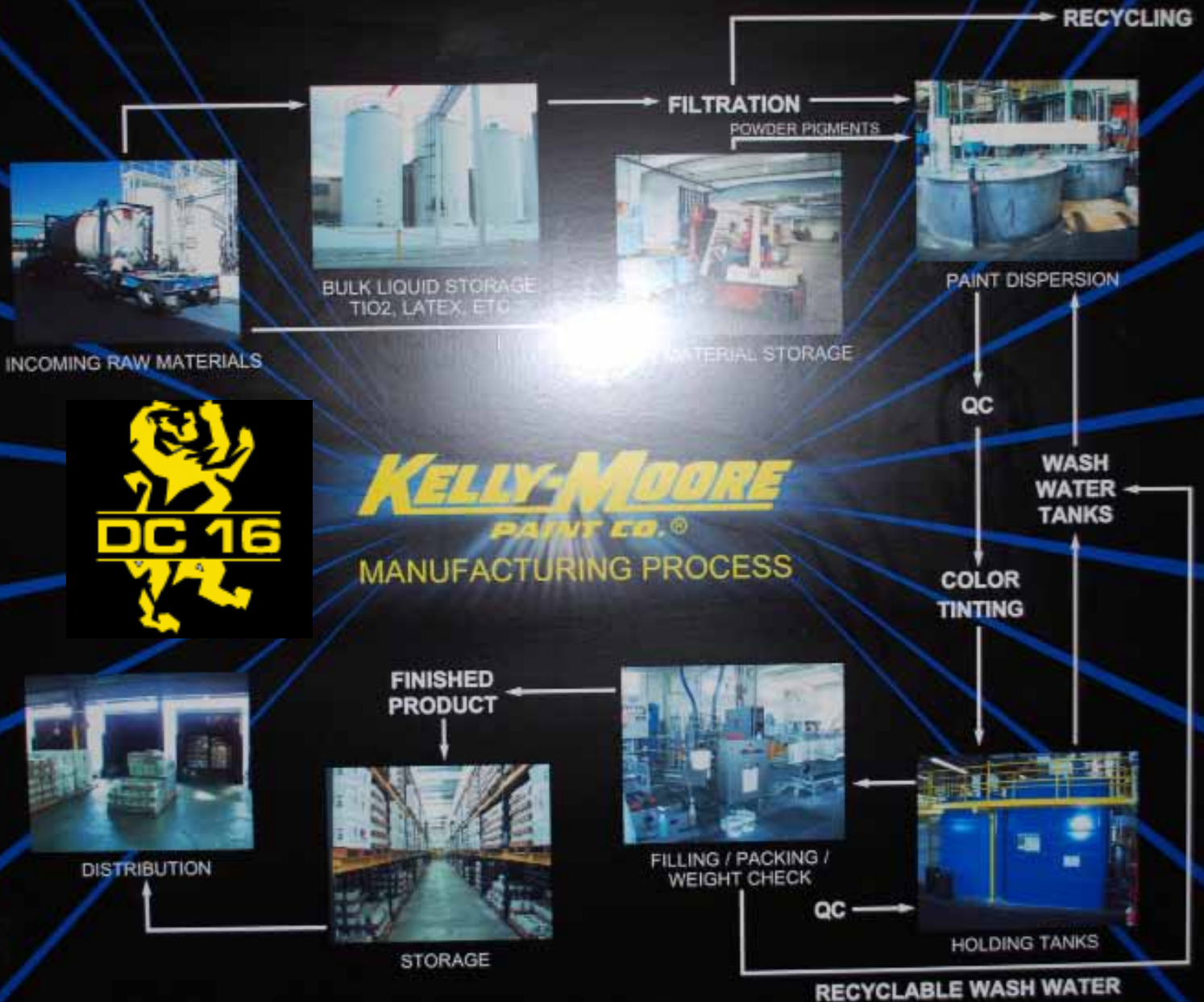


# The Pride

*February - April 2009*

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





**Members of Local 1176 say they got plenty of paint. The Kelly Moore manufacturing plant is located in San Carlos, CA and is home to over 100 District Council 16 members. Kelly Moore produces an average of 9 to 11 Million gallons of paint each year. Below: member Manuel Buenrostro wraps up a pallet of paint to be shipped out and also members George Prito, Damon Gamez and George Bailey discuss operations with Business Representative Jose Santana.**



**Got Paint ?**

# Inside the PRIDE

**4** *BM/ST Report: Review of the past year and talks about what's ahead.*

**7** *Politics: A look at the Inauguration of President Barack Obama.*



**10** *On the cover:*

**This 13 story building will serve as the Cal STRS headquarters in west Sacramento on the banks of the beautiful Sacramento River. Meet some of the members that helped build this glass tower.**



## Apply now it's here

### The Walter Cantrell Scholarship

Investing in our families future  
and education

See the following page for application, rules  
and guidelines

Five \$2,000 Scholarships available

Application deadline is June 15, 2009

Winners will be announced in July of 2009

**16** *Walter Cantrell Scholarship: Find out the topic and due dates.*

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# HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



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

Well, another year has passed and I thought I would take this opportunity to review some of the accomplishments we achieved in 2008. Throughout 2008 we organized 45 new contractors; 8 drywall contractors, 11 floor covering contractors, 10 glazing contractors and 16 painting contractors. This brings our total number of contractors organized since 2002 to 280. Our Market Recovery Programs

captured 132, 201 man hours for our members: 43,903 floor covering hours, 38,954 glazing hours and 49,344 painting hours. We negotiated a new Drywall Master Agreement, a new Floor Covering Master Agreement and a new Glaziers Master Agreement; each of which yielded a \$9.00 per hour total package increase over three years. Additionally, in each of those agreements we funded our new STAR Program. We published and delivered our first two issues of The Pride; District Council's new quarterly newsletter. We awarded our first five annual scholarship awards under the Walter Cantrell Memorial Scholarship Fund. These accomplishments together with the many others that are too numerous to list represent a 100% success rate with regard to the goals we had set for ourselves in 2008. As you can see, rule #1 at District Council 16, "the members come first", is exemplified in our goals, achievements and

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*We awarded our first five annual scholarship awards under the the Walter Cantrell Memorial Scholarship Fund.*

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the main focus of our efforts. In 2009 we have established a new set of goals with a continued focus on rule #1. In 2009 we will strive to have similar success in regards to negotiating a new Painters Master Agreement. We will also kick-off our first year of STAR Training, strive to develop and fund a Drywall Finishers Market Recovery Program and continue with our newly established traditions of producing our quarterly newsletter and awarding five college scholarships to our members' children. Between our organizing efforts and our Market Recovery Programs we will continue to secure as many work opportunities for

our members as our resources will allow.

We anticipate 2009 being a very tough year. The economy is bad and it doesn't look like things are going to get better for quite awhile. We expect the economic problems being experienced throughout the United States, and the rest of the world for that matter, to have a profound impact on the construction industry as a whole. We expect that hours will be down and unemployment amongst our membership will increase. All the bad news that we have been hearing about in the financial markets has had a tremendous negative impact on our pension funds. As we go forward I believe the troubles within the U.S.'s financial markets will have an even larger negative impact on the amount of work that will be available to us and competition for the available jobs will increase dramatically.

The next couple of years promise to be the most competitive we have ever seen. Every job out there is going to have every contractor, Union and non-union, fighting for it. The Union will do what it can to

affect the outcome of these struggles but we can't stop there. You, for your own sake, need to take advantage of every opportunity to increase your efficiency and productivity. Every action you take on the job and at the Union hall has the ability to affect the outcome of who gets the next job; us or the non-union. If we dedicate ourselves to a High Performance/High Value work ethic on each and every jobsite and we hold each other to a higher standard we can have a positive affect on our employers' competitive advantage which would translate into our employers securing more of the available work.

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***The next couple of years promise to be the most competitive we have ever seen.***

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I do not mean to be the bearer of doom and gloom, however, I do feel it is my responsibility to be honest with you so you and your family can best prepare. The good news is; we are better off than most because we are part of a Union. We have many tools at our disposal that others do not. Every

shop we organize translates into more job opportunities for our members. Every job we secure through our Market Recovery Programs translates into more hours for our members. Our members are collectively the best craft workers within our industries. We have assembled an awesome arsenal of programs and personnel to help us meet the challenges to come and give our members the greatest chance of making it through these tough economic times. I want to assure you that we are dedicated to and prepared to deploy every asset available to us in order to mitigate the impacts of these uncertain economic times on our membership. Times are going to be tough and we are going to hurt but if we stay together, stay strong and work hard and smart, we will make it through this economic disaster and come out the other side of this mess a battle tested Union that can not be denied its will to succeed.

Fraternally,

Doug Christopher  
Business Manager/Secretary-Treasurer  
District Council 16

## Director of Service



**Tim Davis**

“Change”, this word has become the keynote to describe the hope of what is our Nation’s new direction. It’s the buzz word used by many to signify the needs for a cumulative effort in correcting what we know are critical problems. We are being asked to rethink the way America views many issues, including but not limited to the economy, the lack of employment opportunities in our nation, as well as the way we are seen in the eyes of others. How we proceed in applying change as a country is in my opinion the most important factor in the formula for our survival and renewed success.

The idea of change is not new to those of us in the unionized Labor Movement. For a long time the most common messages I’ve heard from those who lead us are about our need to change. Coincidentally, the needed changes of our unions

somewhat parallel those current needs of America. Changing the way our members think and also changing the opinions of those who look at us from the outside.

Here in Northern California your District Council has been evolving and performing differently. Different in the way we respect and work with our business partners, your employers. Different in the focus we have on training our current and future workforce and different in our expectations of you, the member. As suggested by Business Manager/Secretary-Treasurer Doug Christopher in this magazine, we are in for some challenging times ahead. With the installation of new, worker friendly, national leadership we have opportunities to grow and survive. However, as Doug noted, those rewards won’t be seen for some time. In getting there we will all need to be patient and focus on both changing our personal approaches as well as maintaining the positive things that we have earned.

I believe that personal commitment should be two fold. First we must maintain the integrity of the benefits and conditions that we enjoy. These have taken many years of negotiation and practice to achieve. Each member should assure that his peers in the workforce will not accept, nor work for less than those fairly negotiated entitlements.

Anyone who would seek to raise their position in the eyes of an employer in this manner will damage us all. Secondly, it is the time to assert our positions as the “best of the best”. Our contractors deserve our commitment to a High Performance/ High Value work culture. Out performing all competition is the surest way to succeed. I recall an acronym I first heard from Lou Holtz, the former coach at Notre Dame, who described the word PRIDE as Personal- Responsibility- In- Daily- Excellence. We won’t fail if we all insert a little “PRIDE” into all District Council 16 toolboxes.

In closing I would be remiss were I not to congratulate two of District Council 16’s retiring leaders. In 2009’s first quarter our Service Staff will say farewell to two dedicated and seasoned Representatives. I wish long and enjoyable retirements to Brothers Bob Rash of Painters Local 294 in Fresno and Doug Yamamoto of Glaziers Local 718 of San Francisco. These gentlemen’s contributions to District Council 16 are immeasurable. Thank you both for your unselfish and exemplary service to our membership.

Tim Davis  
Director of Service  
Assistant BM/S-T

# Contractor News



## NCGMA EMPLOYEE RECOGNITION AWARDS

The Board of Directors of the Northern California Glass Management Association (NCGMA) is pleased to announce their first annual **“GLASS MANAGEMENT AWARDS**. This award is to recognize and honor those union employees (one per contractor) who have gone “above and beyond” in their profession. Traits of the employee to be considered are: **dedication** to their craft, their Employer and their co-workers; **professionalism** which encompasses attendance, attitude, cooperation, safety and pride in their work; **leadership**.

Each NCGMA contractor will nominate one union employee who in the past year best exemplifies the traits above. There will then be an “Awards Night” where all nominees will be recognized, awarded a **\$300 cash prize** and be eligible for the **\$5000.00 Grand Prize** drawing. The Board of Directors of NCGMA believes that such an Award will help enhance “esprit de corps” among employees, foster the employee-employer relationship and provide a method for contractors to publicly recognize a valued employee.

The deadline for contractors to submit their nominee is January 9, 2009.

The “Awards Night” will be January 29, 2009.



NCPFC is proud to announce this year’s Stepping Up Award winners:

**Shante Kyer** of Ashley H. Rhodes Painting, **Fernando Carneiro** of C&O Painting, **Reggie Brown** of George E. Masker Painting, **Johnny Lanto** of KED Construction, **Jose Gonzalez** of Bay Cities Painters & Decorators, **Jaime Plata** of Magnum Drywall, **Michael Foyil** of Jim’s Painting, **Abraham Lagunas** of Dietlin Painting, **Mike MacDonald** of Shepherd and Son’s Painting, **Bobby Donahue** of City Painting, **Vincent Jaramillo** of Redwood Painting, **Andy Trickec** of Allied Painters, **Jon Hardisty** of A&E

Painting, **Terry Kane** of J. Darden Painting, **Mladen Bakovic** of Romano’s Painting, **Rudy Guerrero** of Pyramid Painting, **Anthony Lewis** of Koreen Brother’s Painting, **Obed Delgado** of Russell Hinton Painting, **Mike Tabarracci** of Jerry Thompson and Son’s Painting, **Louis Gonsalves** of QIC Painting, **Mike Carpenter** of Giampolini and Company, **Jim Poston** of Monticelli Painting & Decorating, **Nestor Munoz** of D. Zelinsky & Son’s Painting, **Simon Ponce** of A&B Painting, and **Jesus Fuentes, Jr.** of JAC Fuentes Painting.

All winners are invited to the The Stepping Up Awards ceremony that will take place on Thursday, November 6, 2008 at the NCPFC Office in Emeryville. They will each be given their hard-earned prize of \$300.00, and then will be entered into a grand prize drawing of \$5000 cash and travel vouchers. Last year’s grand prize Stepping Up winner was **Juan Farrell** from City Painting. With the prize he was able to take both an Alaskan fishing trip with some friends and a vacation to Cancun with his wife. Congratulations to this year’s winners. We hope to see you all for a night of fun.

## Political News



President Barack Obama speaks to the crowd of over 1 million people at the National Mall after taking the oath of office as the 44th President of the United States, January 20, 2009. **Left:** He and the first lady Michelle smile as they walk down the parade route.



California Congresswoman  
Hilda L. Solis

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“ As secretary of Labor, I will work to strengthen our unions and support every American in our nation’s diverse workforce”

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On December 19, 2008 President-elect Obama formally nominated Congresswoman Hilda L. Solis to serve as the next Secretary of the United States Department of Labor. Congresswoman Solis is currently serving her fourth term in the U.S. House of Representatives, representing the 32nd Congressional District of California. She is also serving her third term as the Chair of the Congressional Hispanic Caucus. Congresswoman Solis went on to say **“I am humbled and honored to be nominated by President-elect Obama to serve as Secretary of Labor.**

# Director of Communications



## Task Force Goals

- Protecting Retirement Security
- Help to protect middle-class and working families incomes
- Improving work and family balance
- Restoring labor standards, including workplace safety
- Expanding education and lifelong training opportunities

On January 5, 2009 President Obama announced his intention to form a White House Task Force on Working Families. The Task Force will be chaired by Vice President Joe Biden effective January 20, 2009. The Task Force will be a major initiative targeted at raising the living standards of middle-class, working families in America. The Task Force will be comprised of top-level administration policy makers, and in addition to regular meetings, it will conduct outreach sessions with representatives of labor, business, and the advocacy communities.

The new President said “my administration will be absolutely committed to the future of America’s middle-class and working families. They will be front and center every day in our work in the White House. And this Task Force will be one vehicle we will use to ensure that we never forget

that commitment. I think it can make a great contribution to our work, and I’m grateful that the Vice President has agreed to chair it.

Vice President Biden said “our charge is to look at existing and future policies across the board and use a yard stick to measure how they are impacting the working and middle-class families: Is the number of these families growing? Are they prospering? President Obama and I know the economic health of working families has eroded, and we intend to turn that around.

The Vice President and members of the Task Force will work with a wide array of Federal Agencies that have responsibility for key issues facing middle-class and working families, and expedite administration reforms, propose Executive orders, and develop legislative and policy propos-

als that can be of special importance to working families.

Members of the White House Task Force on working families will include the Secretary of Labor, Health and Human Services, Education, and Commerce, as well as the directors of the National Economic Council, the Office of Management and Budget, the Domestic Policy Council, and the Chair of the Council of Economic Advisors.

The Task Force will operate in a transparent fashion, with any submissions to it from outside groups posted on-line, and open, two-way dialogue directly with the American people. The Task Force will issue annual reports on its findings and recommendations, which will be made available to the public and will be posted on the internet.

# Training



**District Council 16:** Glazier apprentices practice their skills to ensure they are at top of their game. **At top left:** Apprentices master the art of face putting windows. **Center:** One of the instructors shows the proper way to measure and cut a piece of glass. **Top right:** This apprentice is preparing an aluminum extrusion to fit his project and to the right apprentices discuss their individual projects.



These apprentices in the Floorcovering trade are showing the skills they will need to compete in a tough market in 2009. You can never get enough training and these members are taking full advantage to ensure they will be the best for years to come.

**Top left:** This mechanic is making a template to ensure a good fit. **Bottom left to right:** This apprentice is measuring out for a vinyl mock up and this apprentice is all smiles as he works toward a finished product.



# CalSTRS goes for the

Glaziers Rick Gutierrez, Mike Hanna and Gary Duran finish the glass work on schedule.



Architectural Glass & Aluminum continues to perform on a High Performance/ High Value level. This project is just another example of why they are one of the best in the business.



Doing another great job are Painters and Drywall Finishers from Local Union 487.



**California State Teachers' Retirement System's** Headquarters is located in West Sacramento on the banks of the beautiful Sacramento River. This 13-story structural steel office tower is constructed over a 5-level parking structure. Work on this 6.85 acre site includes a deep pile foundation and a **tower** made of glass and metal panel skin system, which spans the entire height of the building. The 289 foot tower will serve as CalSTRS' headquarters when complete. CalSTRS like many public entities, is committed to sustainability, and from the start a gold LEED (leadership in Energy and Environmental Design) Certification was the focus. With low-flow plumbing fixtures and a tucked under parking garage that reduces the buildings carbon footprint and heat absorption, CalSTRS will require 20% less energy and 30% less water to maintain its facility.



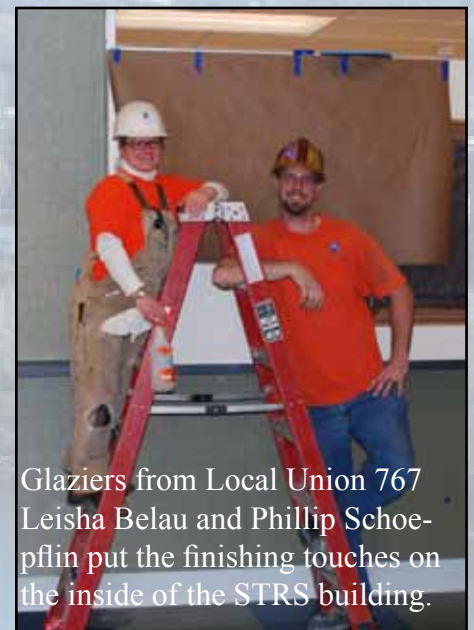
Painters & Drywall Finishers continue to finish the inside of the STRS building.

# gold by building green

Standing inside one of the many offices looking out at the skyline of the city of Sacramento.



Making sure the job is done right is Wendy, a painter from Local Union 487.



Glaziers from Local Union 767 Leisha Belau and Phillip Schoepflin put the finishing touches on the inside of the STRS building.

The construction team is focused on developing a sustainable building that enhances the productivity and comfort of the employees who inhabit it once complete. This is being achieved with a specialized window system that allows for maximum daylight and views for 90% of the occupied spaces. At least 10% of construction materials include recycled content. Construction green house emissions were reduced because of the fact 20% of construction materials came from within 500 miles of the project site. Experts say, the glass and steel building that dominates the view across the Sacramento River will add momentum to the push for “green” buildings and speed up a similar movement in private construction.



Just one of the many Flooring designs in the STRS building.



Members of Local Union 1237, Randy Rojas and Trevor Sowles.

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

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

# We Have a Winner!

Below: Special thanks to all the Scholarship Committee Members for their time and commitment. The members are **Left to Right:** Rich Morales, Lawrence Stavosky, Kerstine McConihe, "Chairman" Charlie Richards and Shawn Shaffer.

**Martin Thomas** receives congratulations and a check from Business Representative Ron Kessler on becoming the first winner from the Walter Cantrell Scholarship Awards. Martin is the son of long time Local 169 member Al Thomas.



They never stop working!! These Painters and Drywall Finishers continue to volunteer their time and skills to help out on labor projects for [Habitat for Humanity](#).



# Mo' Magic



Mo' Magic is a collaborative of organizations, community members and city agencies serving children and youth in the Fillmore/Western Addition community of San Francisco. Their goal is to enrich community resources through social and educational development and to create leadership and livable wage job opportunities utilizing information technologies for and with youth that serves as early intervention to reduce juvenile crime.



**Above top picture:** Business Representatives Doug Yamamoto and Dan Angel present a PATCH donation to "Magic" Director Sheryl Davis.

## Will the real Robert Ringor please step forward.

Below is just another example of the talent that is within the ranks of District Council 16. This picture of Training instructor Robert Ringor was cut out of 8 different colors of vinyl composition tile and then glued to a piece of haylex. Some of the pieces were as small as 1"x 1". We would like to thank member **Dimitriy Razin** for showcasing his High Performance/High Value Craftsmanship.

**Below:** Business Representative Vince Echeverria congratulates member **Sergey Kosovan** for winning the first Floor Covering Competition in Sacramento.





**Apply now it's here**

# The Walter Cantrell Scholarship

Investing in our families future  
and education

See the following page for application, rules  
and guidelines

Five \$2,000 Scholarships available

Application deadline is June 15, 2009

Winners will be announced in July of 2009

# Walter Cantrell Scholarship

## Eligibility

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

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

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

## Essay Process/Application Period

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

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

This years essay topic is: **What role will Union Members play in the future of the Labor movement**

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

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

## Application Form

(Must be submitted with essay)

SSN/SIN \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City State Zip \_\_\_\_\_

Male \_\_\_\_\_ Female \_\_\_\_\_

Date of Birth \_\_\_\_\_

Single /Married \_\_\_\_\_

Date of Graduation \_\_\_\_\_

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

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

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

DC16 Local Union number of parent/guardian who is member  
\_\_\_\_\_

DC16 Member's Name \_\_\_\_\_

Member's Signature \_\_\_\_\_

Member's SSN/SIN \_\_\_\_\_

Date \_\_\_\_\_

## Director of Organizing



**John Sherak**

Being in a leadership role is not easy at times and this is definitely one of those times. It is my responsibility to try and educate the membership where I think this department is headed in 2009 with the good and tough times ahead. The National Building Construction Trades Department released news that job losses in 2008 totaled 2.6 million the most since 1945 and construction was hit the hardest. The Department of Labor reported that in the final two months of 2008, the worst U.S. recession in decades extracted its most significant pain to date. Over 1 million jobs were slashed in that period, raising the total for 2008 to 2.6 million Americans without jobs. That is the highest number of jobless since the end of World

War II in 1945.

About half of the job losses – approximately 1.4 million of them – occurred in just two industries, manufacturing and construction. In December, the U.S. economy shed over 100,000 jobs from the construction industry. During the entire year, over 630,000 jobs were lost in construction.

Many analysts are predicting that heavy job losses will continue to be the norm for the next few months, at least until the Obama economic recovery plan - which is designed for a major infusion of job creating economic stimulus. However, even with a massive influx of Federal stimulus spending, job losses are expected to continue throughout 2009.

This department had a successful year in 2008 and with what we expect to be tough times this year we will need to work harder and smarter in order to achieve our goals in 2009. As always District Council 16 Organizing Department is adapting to the changes that we expect to see and are preparing to meet those challenges.

We are already bolstering our forces in the Fresno area by adding another organizer in that area. We work closely with the Work Preservation Fund that monitors prevailing wage jobsites to ensure proper wages and benefits. We are utilizing the Market Recovery Fund to its fullest extent to squeeze out as many hours for our members as we can.

I want to ensure you we are going to do the best we can to get through these tough times and so should you. For some of our members, there is going to be a period of time that you will not be working and we would like to see you use that time to attend many of the training opportunities that will be available to you. When this economy picks up and it will, you will be better served by having the skills necessary to perform at the High Performance/High Value level our contractors and fellow members expect. In closing, I look to the challenges that await us and look forward to when we all pull together to get through them, because simply you are the best that there is.

Dear Brothers and Sisters,  
I hope this finds you in good health. First I would like to thank all the people that phoned and precinct walked for our President Elect and also for all our local elected officials that support Labor. Even if you just spoke to your family and friends, you made a difference. The Painters and Allied Trades International and our District Council led the way in fighting for a President that will support Labor and many of the Labor Friendly Congressional candidates that won by close votes. It is that commitment from our Union and our membership that played an important part in this election throughout the country.

This last month has been a

Dear Brothers and Sisters,

I would like to start by saying that I hope everyone had a safe and fun filled Holiday season and hope you had the chance to spend it with your friends and family. It was nice to see all the members and their guests that were able to attend this year's Annual Holiday Party.

The Toy Drive turned into a huge success and we would like to thank everyone that donated toys and a special thanks to Doug Franco for his participation and to Rick and Valerie Eastwood for taking the time to deliver all the toys to the San Bruno Fire Dept. Once again the members stepped up and made a lot of children happy on Christmas morning.

busy one for me. Outside of the election, the everyday activities and responsibilities of the Union are always ongoing. As of this writing, the work outlook is slow. I find it interesting that the news is just now reporting that there is an official recession. We all have been feeling it for some time; now it is hitting our job sites. As of this evening, there are 80 Tapers on the Out of Work List and 50 Painters. For our new members and for those who forget, please remember to sign the Out of Work List every month on the first of the month.

I want to thank Carlos for getting us information that helped us identify work that was being performed by a non-union contractor that was very possibly violating state law. We rely

Despite the economy being down last year, 45 new contractors were signed to a District Council Agreement and out of those, 11 new contractors are in the Floor Covering industry. We are always looking to improve that number and expect to do so in 2009.

As Director of Organizing John Sherak reported at the November '08 regular meeting, the Floor Covering Market Recovery Program generated approximately 65,000 to 80,000 man-hours last year alone. These are man-hours that would not have been possible without this highly effective program and with the addition of 40 cents voted into it, by the membership, we are hoping to double those hours in the coming year.

on our membership to be our eyes and ears and your tips can make a difference. As you may know, we do job sweeps to gain information on what is going on here in the Bay Area. By staying on top of current information, we can protect the work we have and promote the Painters and Allied Trades.

Talk with you next month and remember High Performance/High Value.

Fraternally,

Carl Jones  
Business Representative  
District Council 16

We are entering what possibly could be difficult times ahead. We urge you to contact the (JATC) in a effort to practice your skills, learn new techniques and materials in order to be a more effective mechanic. Remember the worker next to you is your Brother or Sister in the trade, so please help each other in being a more effective team.

In closing, remember to apply the HIGH PERFORMANCE/HIGH VALUE concept in every aspect of your jobs it will pay off in the long run.

Tony Tofani  
Dave Figueroa  
Business Representatives  
District Council 16

The worst financial year in a long time was an accumulation of bad political policies of the 7 years that preceded it. It was the previous administrations policies, appointments to crucial agencies and corporate greed that created the financial crisis. This led to the necessity for political change creating the best outcome we as Union Labor could have hoped for. This did not come without sacrifice and hard work by our members and the candidates we support. From City Council, Assembly, State Senate to President, Labor has overwhelmingly won. Now it's up to us (by staying involved) to turn things around and make this United States, California and our Union strong. So congratulations and thank you to all of the Local 83

and D.C.16 members who gave up their personal and family time to work for our causes throughout the year.

Local 83 V.A.C. members worked on flood control, labor donations and political causes making 2008 a banner year. All members who volunteered for 3 or more V.A.C.events will receive a well deserved rewards dinner celebration.

The Painters contract will expire at the end of June 2009. Stay informed of the progress and discuss your ideas at the Local meetings (2nd Thursday of the month, 6:00 p.m.) and ask your questions to get first hand information. Remember, rumors and second hand information is not facts.

We have a lot to do this year. We must add the STARS Program to the Painters contract as all the other crafts have done. This will benefit both us and our contractors. We need to step up our apprentice performance to turn out better, well trained Journeyman. We also need to work on our dues structure to meet the increasing needs of our Local and our members. Be mind full of the contract, and strive to follow and enforce it every day.

I would ask each member to show your solidarity by being respectful to each other, in words and actions.

Les Proteau  
Business Representative  
District Council 16

Happy New Year! As we kick off 2009 we can look back on a good year and great new contract, but we need to be aware that this is starting to shape up to be a tough year for the construction industry. We all did a great job last year in getting a new president elected that has promised to get the economy going with infrastructure projects, but it may take a little while to get these construction projects up and running.

Every member needs to take stock of their own skills and work ethic and ask themselves if they are the best they can be. I recognize that every shop and every jobsite has its own hierarchy and politics, and that sometimes good, hard-working members are laid off, but those

are factors over which you have no control. You can control your work ethic and skill level. If you are a little rusty on some aspects of our work, then get the training you need to brush up. If you are prone to taking long breaks or lunches, think about the lost productivity that creates and ask yourself if that extra 5 or 10 minutes is worth not working next week.

Nobody should accept a lower working standard than we have negotiated in our contract, but an employer does have the right to expect a full eight hours work for eight hours pay. We should all be too proud of our work, our reputation, and our craft to do anything less. Remember that High Performance/High Value is our motto and the standard

promised to our signatory contractors.

As part of our ongoing effort to increase working hours for our craft, we are working on the automatic door market. Frequently this aspect of our work is awarded to non-union contractors even on jobs where we have the glazing work. We need to root this out wherever it exists and put an end to it. You can help by letting us know whenever you are on a project and the automatic doors are being installed by someone else.

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

**Hello Members,**

**I hope you all had a Merry Christmas and a safe and Happy New Year!**

**Last year had a lot of positive changes and I would like to thank the membership for getting involved. One of the changes has already taken place with the nomination of a new Secretary of Labor. Congresswomen Hilda Solis comes from right here in the State of California and has already stated one of her goals was to strengthen Unions. I would say pretty good start for our new President.**

**Also last year we saw 3 of our crafts receive the biggest increases in history and the**

**utilization of the market recovery is paying dividends.**

**With the time of year that is upon us, there is always going to be some time off for some of our members. I would encourage you to put that time to some use, say Journeyman upgrading. I know when I was working with the tools I was probably the biggest advocate against upgrading. I had always figured that whatever you needed to know you learned on the job. Well those days are long gone. Materials; applications and safety are changing at a rate most of us have never seen before. These upgrades will only help you in becoming a more proficient craftsman and at the same time make you a valuable commodity in the field.**

**Painters pay attention this is your year for contract negotiations. I need your input and involvement and also the District Council needs to know what you are thinking in terms of medical, pension and wages. There is a need to talk to each other, talk to me, and to let us know what is important to you.**

**Thank You,  
John Papa  
Local 272**

**Brothers and Sisters,**

**I would like to congratulate Bob Rash on his retirement! Bob worked long and hard for many years making the popular and unpopular decisions in hopes of progressing forward and attaining the goals set forth by Local 294's members and contractors.**

**I myself have been busy learning the ins and outs of being a Business Representative, and I am very excited about the opportunity to serve in this capacity.**

**The regular Union meeting on January 6<sup>th</sup> was well attended, it is my hope that this trend continues in the months to come. At our next Union meeting on**

**February 6<sup>th</sup> at 5:30 p.m. we will be welcoming the forty-three Local members of Glaziers and Glassworkers Local Union 169 into Local 294. I look forward to seeing you at our next meeting.**

**In addition to myself, Robert Snyder has been hired and assigned to Local 294 as an organizer. He along with Don Deming will be working aggressively in our areas to increase the number of contractors thus increasing the number of our membership.**

**With this I am asking each and every one of our members to stand tall and proudly prepare yourself with the simple things like having a valid drivers license, showing up to work on**

**time with the proper tools being eager to complete the tasks at hand leaving behind a quality product in a timely fashion. Simple things like this will equal a higher performance and then in which you become a higher value.**

**In closing I would like to ask each and every one of you to call Senator Diane Feinstein at 1-202-224-3841 and ask her for her support on the employee free choice act. This act will dramatically help organize the non-union shops across America, don't miss this opportunity to let your voice be heard.**

**Fraternally,  
Jeff Roberts  
Business Representative**

# Local Union News

Local 376

Dear Brothers and Sisters,

I hope to find you all well and express my thanks for all your support through the past year. In spite of all the gloom and doom news we have been receiving, keep in mind the successes and accomplishments you have made possible. We all worked hard in bringing change with a new President and Cabinet who are actually Labor-friendly and a working class committed Administration.

Any of the members who attended our past meeting will remember my comments on the previous “rape, rob and

pillage” Administration. No surprise the humpty dumpty President just fell off the wall and his free market trickle-down economy went in the toilet. Keep the faith. With a new administration the future can only get brighter.

For all the members who are working, keep up the high performance/high value work and continue to maintain our competitive edge in the market. If you happen to be not working, please make sure you are registered out-of-work and that we have a reliable contact number. Also, please pay your dues timely, as everybody knows it is harder to recover if you let them lapse.

Be proud, work smart and be safe.

Fraternally,

Haden Blaylock  
Regional director  
District Council 16

Local 487

Our 2008 year ending events were very successful. Local 487's Membership Breakfast held on November 22<sup>nd</sup> at the Downtown Modesto Doubletree Hotel was attended and enjoyed by many members and families. We intend to hold this event on an annual basis and expect it to grow. Our year ending dinner was held as always on our regular meeting night in December and was attended by more members than ever before, we anticipated this being the case and thanks to our Union Caterer “Griselda's” we had plenty of food which I must say was excellent. Our members attending either event received hooded sweatshirts and 2009 calendar books which should be very useful.

Local 487 members participated in District Council 16's VAC program in several ways during 2008. We had political activists, members volunteering on community projects and a shop steward at Sacramento County. Thank you to all of you for your selfless contribution.

This year we will be negotiating new contracts for the Bay Area and Sacramento Painters. I will be holding special contract meetings to give everyone plenty of opportunity for input, please try to attend we want and need your participation, also this year is a convention year for the IUPAT which is being held in Las Vegas and Local 487 will be electing delegates to attend. In 2009 District Council 16 will kick off the STARS Program

at an event that all members will be encouraged to attend. If we have enough interest we may consider providing transportation. Stay informed and attend your Local Union Meetings which are held on the 2<sup>nd</sup> Monday of every month at the Union Hall. Food and soft drinks are provided.

Congratulations are in order to member Dustin Richardson and his wife Chelsey who welcomed their son Dallas Vaughn Richardson into the world on December 18<sup>th</sup>, 2008.

Steven Caster  
Business Representative  
Local 487

Wow! What a great showing! Local 507 had 212 members show up for the monthly meeting in December. This year our December meeting was one of our biggest and best. All who attended were given a very nice Black Fleece Jacket as a Christmas gift. After the traditional dinner the raffle was held in which the prizes were ranging from gift cards to 32" LCD televisions.

Local 507 would like to thank Roberto Avila and his wife for their generous gift of the wonderful toys that he contributed to the local. These toys were given to children of our disabled members.

Just to remind our members the Painters contract is up this

year and all Business Agents are getting ready to negotiate the new contract. Your participation is important and especially if you have concerns and ideas for the upcoming contract, bring them by your local office as soon as possible. It is also very important to attend all meetings between now and the end of your contract to be kept up to date on the negotiations.

The current state of the economy has everyone thinking of ways to improve our market share. The Painters Market Recovery is doing a great job of acquiring work. The Floor Coverers and Glaziers have a very similar program that is producing hours for them. The only craft being represented by

District Council 16 that does not have a Market Recovery Program is the Drywall Finishers. This upcoming wage allocation in August would be a great place to start at getting more work with such a program.

Make sure in these tight times that you are signing your own time card. This is a time when we all must stick together and assure every member that the contract is being honored and enforced. Saving your check stubs will assure that your hours are correctly being reported to the trust on your behalf. These check stubs should be kept for your entire working career.

James Hewett  
Regional Director

Although there are a few good size projects for us to work on this year, it appears that Northern Nevada's economic recession will continue to have a negative effect on all construction markets for most of 2009. Our signatory contractors are reporting that non-union contractors are now bidding in the markets that the union has typically controlled. Some of these bids are coming in at thirty to sixty percent under the union contractor's bids.

A few of our contractors have now begun to use our medium and light commercial agreements to get work. The union has, at the same time, started to get more aggressive in using the Market Recovery funds.

It is important, especially while work is slow, for you to take advantage of all that the union offers to make you more employable. Here is what you can do to help yourself be of higher value to our contractor partners and therefore work more in the future: Attend the journeyman skill and safety upgrade classes offered for your trade at our apprenticeship and training facility. These classes are offered at no cost to you.

Join the Volunteer Activist Committee. Now, more than ever, it is important for us to fight for our jobs. You can help do this by being involved in upcoming political activities and jobsite demonstrations or pickets. Attend the New Member Orientation class on

May 14<sup>th</sup>. Although this class is geared towards new members, all members will be able to learn more about their union's structure and how they can use all of the union benefits to help themselves. Give an honest 8 hours work for 8 hours of pay.

In closing, I would like to mention what a success our last Christmas Party was. We had over 270 people respond to the invitation and attend. Santa Claus and the arcade games were a big hit with all of the kids, young and old. Thank you to all of the Local Union officers, delegates, training instructors, and members who showed up and made the party so much fun.

Todd Koch

# Local Union News

Local 718

**HARD HAT SAFETY –** Is your hard hat a Type I or a Type II and does it make a difference? A jobsite accident when an apprentice was struck in the head by a piece of falling concrete the size of a coconut changed all that. The concrete fell nine stories hitting the apprentice on the side of his hardhat punching a fist-sized hole in the side. The impact actually pushed pieces of the hardhat into his skull. He was wearing one of those expensive brown hardhats with the small brim around it, a Type I Class G hardhat. This is the same class of hardhat we all wear whether they are from the local hardware store or safety equipment supplier. The apprentice was seriously injured but survived and is recovering.

A Type II Class E hardhat would have provided more protection because of the way it is constructed. A Type I hard hat is rated for “LIMITED head protection from small falling objects striking the top of the helmet and exposure to live electrical conductors”. They do not provide protection for objects striking the sides, front or back of the hardhat. They provide only 2200 volts in electrical current protection. Check the label inside your hardhat and I bet that it says Type I.

A Type II Class E hardhat provides protection from impacts on the top, sides, front and back as well as 20,000 volts in protection from electrical current. If you have ever seen a

Type II, you would understand immediately the difference in protection.

I would like to thank Rick Medinas, the Safety Coordinator for AGA, for providing a lot of this information and his commitment to safe working practices.

As many of you know Doug Yamamoto is retiring March 1, 2009. There will be a need to fill a new position for the Business Representative assigned to the Organizing Department. All resume's may be mailed to District Council 16 at 2705 Constitution Drive, Livermore CA 94551 in care of Doug Christopher BM/ST.

Dan Angel

Local 741

Brothers and Sisters,

I am greatly pleased to see some of our members are taking advantage of the safety and upgrade classes, and with the work slowdown as of this present time it would be a great opportunity to secure those safety certifications, and or advance your skills. No cost to you as a union member.

As work slows down a lot of non- union contractors are starting to bid work that is traditionally ours. When you are on a jobsite and a non -union Painter, Drywall Finisher, Glazier, or Floor Layer is on site, please forward that information to the local Union. You also need to remember if you are found working for a non-signatory

contractor performing our work, your bank of hours for your medical benefits will be forfeited immediately.

The Painters contract expires on June 30, 2009. We will need your input before the start of negotiations and the place to voice your concerns is at the Monthly Membership Meetings held at 6:00 p.m. the second Tuesday of each month at Local Union 741's Union hall. Come early and eat some pizza.

The new Drywall Finishers Master Agreement has been printed and we have them at the Local Union hall.

There have been no birth or deaths reported these last three months.

Remember High Performance/ High Value. Let us show our contractors that we are the best of the best.

Fraternally,

Elmer Kennessey  
Business Representative  
District Council 16

Brothers and Sisters,

2008 was a great year for the members and the Local, probably one of the best, and let us keep looking forward and know we can do better. There is always room for some improvement and this year with the implementation of the STAR Program the District Council will offer multiple forums for you to become a stronger Union member and a more skilled craftsman. Don't limit yourself to just one or two classes, challenge yourself to attend four or five and even more and be the best you can be, in the end you will be the biggest benefactor.

With the first two retiree meetings behind us I can see this is going to be quite the

adventure. These guys still have plenty of energy, still tell great stories (and a few tales), and are always having a good time. They will be meeting quarterly on the fourth Monday of the month starting in January.

At our December Holiday dinner great fun was had by all. It was clearly the most successful event the Local has hosted and thank you to the members for their support and participation. It was fun to see that everyone was having a good time. There were plenty of reunions of members who have not seen each other in awhile and then there were the new guys who were meeting others for the first time. I am looking forward to our next event, and will be asking the members for their input at our

upcoming meetings.

As work across our industry has slowed down, more and more we are tempted to lower our standards we have fought so hard for to get. The slacking economy has affected all of us in some way. Now is the time to really show what you are made of. Now is the time to show High Performance / High Value. Don't fall prey to employers looking for someone who will accept less in order to keep a job. Stand up and let them know, prove to them your abilities; that is the way to keep a job. Keep up the great work you do, and as always we hope to see you at our next meeting.

Daniel Belau  
Business Representative

Hello to all the members of District Council 16 & Local Union 913. I hope you all received the Date Books that we sent to you in November. These books are for you to record your daily activities and are for you to record where you work, for whom you are working for, hours and daily tasks on the job site. Also record when you paid your dues and when you need to pay next.

We have sent you coupon books in the past that reminded you or your wife of when to send your next payment. We are replacing that with something you can use all year long. Please notify the office if you haven't received this book or come by the office to pick one up. Member updates are your responsibility let us

know when you moved or changed your phone number.

And while I'm on the subject of dues this is one example, if you as a member are going to be suspended, you will pay \$125.00 dollars in fees (Late fees \$75.00 LU 913 By Laws Article 13, 1.c & Reinstatement fee IUPAT Constitution, Sec. 121 \$50.00 = \$125.00 total. LU 913 By Laws Article 13, 1.c) to pay \$123.00 for an apprentice or \$129.00 for a Journey Person in dues. That's the equivalent of paying 6 months of dues but only credited for 3 months. All of you work too hard for your money to be wasting it like this.

In these hard economical times our out of work list is growing and in order to be on

this list your dues need to be current. Also to get a referral as well as unemployment (LU By Laws Article 18, #28 to 31) Our members are required to come in on the 1<sup>st</sup> of each month or call in on the 1<sup>st</sup> to stay on the list or your name will be removed (LU 913 By Laws Article 18, #27). We put you on the list in the order you come in or call in.

Just a reminder that we have moved to SF. Our new address is 555 De Haro Street, Suite 280B, SF, CA 94107 Phone is 415 355 9130 & Fax is 415-355-9131

Please make a note of this:  
(Walk With a Purpose Have Springs in Your Feet Not Concrete)

James Ruigomez

# Local Union News

Dear Brothers and Sisters,

I hope that all of you are in good health and spirits. I want to start by reminding the membership of some of their responsibilities. For the members that have been placed on temporary disability it is your responsibility to turn in all appropriate paper work to ensure that you receive a reduction in your monthly dues. I also want to remind everybody that monthly membership meetings are held on the third Tuesday of every month.

Thank you to all the VAC members that helped during the course of the year 2008. I will inform you of the date of the rewards dinner as soon as

a date is set. Thank you to the Executive Board for all their hard work and taking the time to get involved.

To all the members that work in the San Francisco Housing Authority maintenance division: I need you to be patient with your new work assignments, grievances have been filed and we will be starting to meet over the issues and your concerns.

I am anticipating a very busy year as we have several Collective Bargaining Agreements that will expire in 2009. If one of those Agreements is yours you should be expecting to meet with me to get your input and concerns on such issues as wages, pension and medical.

Everybody by now should be well aware of all the issues in the economy and the work picture as of this date. There are going to be some changes in our leadership in this country and we can only hope things start to get better soon.

Fraternally,

Jose Santana  
Business Representative  
District Council 16

Throughout this past year Local 1237's members did not work as many hours that they are accustomed to working, the economy has put a burden on all of the construction trades and its members. We thank the members, who have recognized the value and importance of the Wage Equality Program by allocating a portion of their January increase to the fund. This allows District Council 16 along with our employer partners to increase work for the Locals membership.

The first Local 1237 Floor Covering Competition was held on October 25<sup>th</sup> and 26<sup>th</sup> 2008. Those in attendance were Union and Non-Union Journeyman and Apprentice mechanics from the Bay Area, Nevada and

Sacramento. The judges were Employers and superintendents out of Locals 12 and 1237, we also had Members, Business Representatives, Organizers and Instructors volunteer to prepare, demo, cut and place material for the mockups and cook for the participants.

I am very pleased to announce that Sergey Kosovan of Local 1237 was the First Place winner, Second Place went to Curtis Wood a former Union member and placing in Third was Nate Martin of Local 12. All the competitors represented themselves at the High Performance Level. We look forward to your participation at next year's competition.

At the January 2008 Local union meeting it was voted on to

purchase jackets for the members who attended seven (7) meetings through the course of the year, to date twenty-five (25) members have received jackets.

By attending your Union meetings you are kept informed of various topics such as contractual issues, Pension, Health and Welfare, the current work status and how the Local and District Council 16 conduct business on your behalf. Keep in mind the members in attendance at the Union meetings make the decisions for the membership as a whole.

Fraternally,

Vince Echeverria  
Regional Director  
District Council 16

Happy New Year to all. We at Local 1621 hope that all our members and their families enjoyed their holidays, and are looking forward to a busy and prosperous 2009.

I am sure that many of you take this time each year to review your personal and professional accomplishments and to set goals going forward for the next twelve months. I do the same for my family and with the help of many of you, for this Local.

There have been many calls in regards to Retirement and Health and Welfare, so here is some basic info.

Many of you are enjoying the benefits of retirement. I am often

asked the question “Do I still have to pay dues to the Local after I retire? The choice to remain a member of our Local is always yours to make. However, you must be a dues paying member in good standing of the Local in order to participate in our Health and Welfare. So if you want to remain on the DC16 insurance plan the answer is “YES” to the question.

There are reduced dues rates through the International for members that wish to change to what is known as “Life Membership”. Dues are reduced to \$36.00 per quarter for qualifying members. The only draw back with being a “Life Member” is that the retiree cannot work the 39

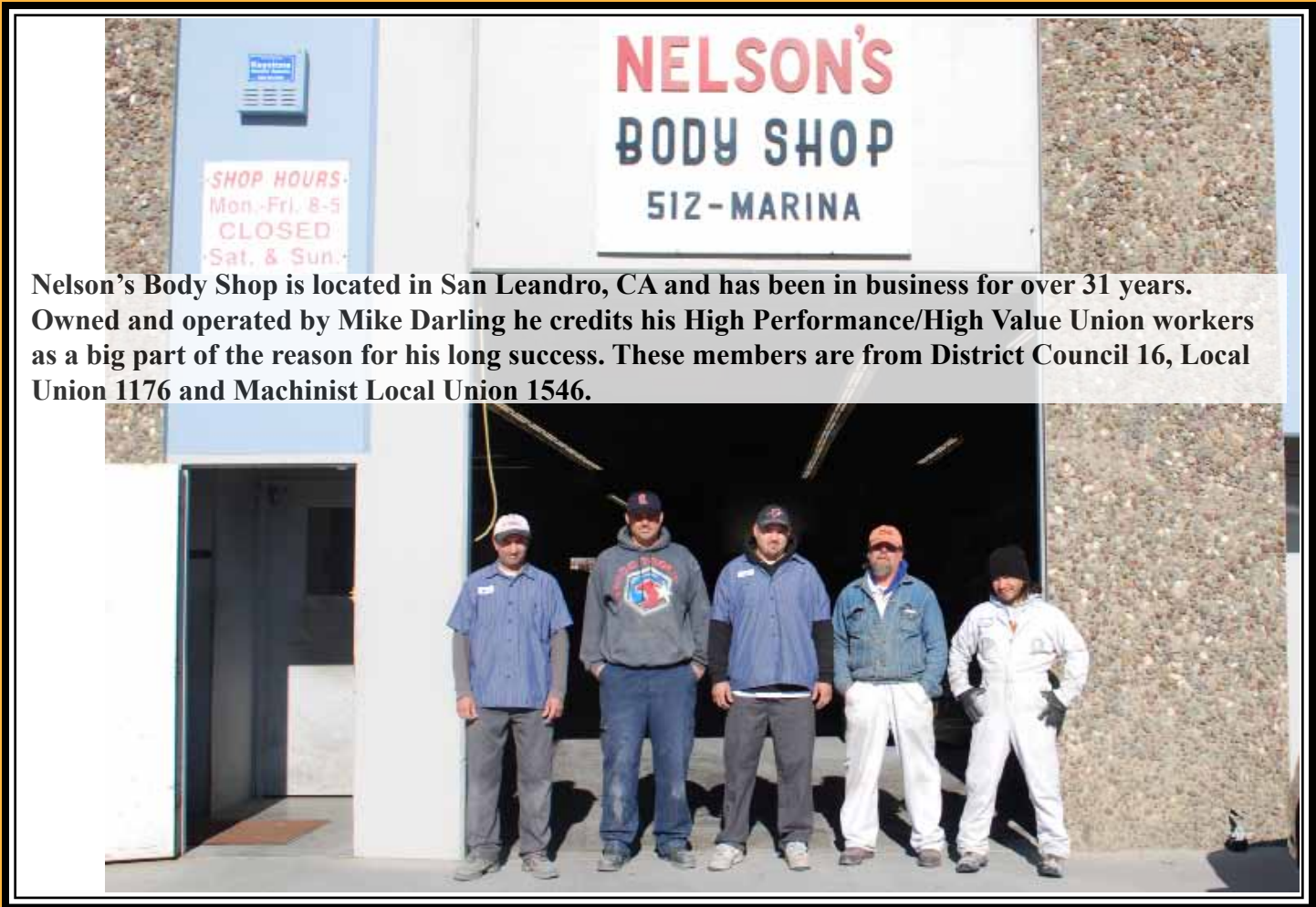
hours per month allowed under our Pension Plan. So if you are truly retiring and no longer wish to work any hours, this may be an option for you. There are several requirements that need to be met before you can apply for Life membership. The most common is that you must have 20 years of cumulative Membership in good standing with the Local and have received your pension award. Anyone interested may contact the office and speak to Steve. I will provide you with detailed instructions and send you the application to be completed.

Fraternally,  
Stephen Huckaby  
Business Representative




## Congratulations

Fifty year service awards were handed out at this years Painters and Tapers Local Union 3 Holiday Party. District Council 16 would like to congratulate these members for their dedication and service. Pictured from left to right are: Joe Buna, Tom Fitzsimmons, Thomas McCartney, Anselm Rachwal, Larry Myers, presenting the awards Business Representative Carl Jones and member Vidal Jiminez.



Nelson's Body Shop is located in San Leandro, CA and has been in business for over 31 years. Owned and operated by Mike Darling he credits his High Performance/High Value Union workers as a big part of the reason for his long success. These members are from District Council 16, Local Union 1176 and Machinist Local Union 1546.

**District Council 16**  
 2705 Constitution Drive  
 Livermore, CA 94551

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**DC 16**