



# *The Pride*

*February - April 2010*

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



**The Capital Mall Building is located in downtown Sacramento and as you can see, this building has our members High Performance/ High Value signature written all over it.**



# Inside the PRIDE



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**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

**17 SCHOLARSHIP:** *Don't miss your chance to win one of five \$2,000 scholarships.*

# HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



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

I hope this first issue of The Pride for 2010 finds you and your family well. I am sure you are all as hopeful as I am that this year will bring more good news than last. Can you believe that 2009 is gone and we are already over one month into 2010. Like last year, I thought this first issue of The Pride for the year would be a great opportunity to review some of our achievements over the past year.

Throughout 2009 we organized 43 new contractors; 11 drywall contractors, 7 floor covering contractors, 8

glazing contractors and 17 painting contractors. This brings our total number of newly organized contractors since 2002 to 390. Those 390 newly organized contractors generated 1,059,219 hours in 2009 for our members. That's two commas; as in, over a million hours. Our Market Recovery Programs captured 24,227 floor covering hours, 43,827 glazing hours and 75,912 painting hours which totals 143,966 market recovery hours for our members in 2009. Our drywall finishers joined the rest of our crafts and established and funded their own Market Recovery Program. We negotiated a new Painters Master Agreement, which yielded a \$4.75 per hour total package increase over two years. The Painters also joined the rest of our crafts in funding our new STAR Program. We awarded five more scholarships to the children of our members under the Walter Cantrell Memorial Scholarship Fund. Our Volunteer Activist Committee (VAC) saw 1,162 of our members support 202 VAC activities throughout the District Council. 373 of our members qualified for VAC Membership by participating in three or more

VAC activities, breaking all previous year's records. Our STAR Program saw over 1,000 of our members participate in our various volunteer training opportunities signifying this Union's growing commitment to High Performance/High Value principles. Given the enormous difficulties we all faced last year, we are very proud of the results that our Union showed in 2009. Rule #1 at District Council 16 is about serving the member's interests and I think these results show that our focus on Rule #1 benefits us all.

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***In 2010 we will strive to exemplify High Performance/High Value principals in the ways and means by which we represent you, our members.***

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For 2010 we have established a new set of goals with a continued focus on Rule #1. In 2010 we will strive to exemplify High Performance/High Value principles in the ways and means by which we represent you, our members. To that end, the entire District

Council 16 staff shall focus their efforts on the creation of work opportunities and hours for our members in 2010.

Hours equals dollars for your family and hours drives the economic engine of our health & welfare funds, our pension funds, our Union, our State and our Country; all of which need us to be working to fix the problems we are all facing. We have proven ways and means to achieve this goal. Rather than cutting back, we are choosing to push forward and increase our commitment to organizing and market recovery in order to get the results our members depend on. For 2010 we have established an organizing goal of signing 40 new contractors. Through these new contractors and the 390 new contractors signed since 2002 we hope to generate 1,500,000 hours for our members in 2010. In August of 2010 we intend to launch the new Drywall Finishers Market Recovery Program and with all four crafts working together under our combined Market Recovery Programs we hope to fund over 500,000 hours in 2010. If you do the math regarding organizing hours combined with market recovery hours in 2009 you will see that last year these programs produced over 1,200,00 hours which translates into full time employment for some 600+ members. We are hopeful that in 2010 with a dedicated focus and effort we will secure over 2,000,000 hours for our

members which is equivalent to 1,000 full time jobs for our members.

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***I want to assure you that District Council 16 is dedicated and prepared to deploy every asset available to us in order to minimize the impacts of these uncertain economic times on our membership.***

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District Council 16 has many other ways in which we create job opportunities and hours for our members that can not be measured and so do you. This year promises to be the most competitive we have ever seen. Every construction project 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 competitive struggles but you have to do your part. You, for the sake of yourself and your family, need to take advantage of every opportunity to increase your efficiency and productivity on the jobsite. Every action you take on the jobsite and at the Union hall has the capacity to affect who gets the available construction projects; us or the non-union. If you dedicate yourself to a High Performance/ High Value work ethic on each and every jobsite and if 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 and you getting more of the available hours.

If I have learned nothing, I have learned that what happens to us does not define who we are, rather; what we do about those things that happen to us is what defines who we are. Because we have always stood up to adversity we are better off than most. We have many tools at our disposal that others do not have. Every shop we organize translates into more job opportunities and hours for our members. Every job we secure through our Market Recovery Programs translates into more jobs and hours for our members. We have well defined programs and the best craft workers in our industries, all of which helps us meet the challenges we will face this year and give our members the greatest chance of making it through these tough economic times. I want to assure you that District Council 16 is dedicated and prepared to deploy every asset available to us in order to minimize the impacts of these uncertain economic times on our membership.

Fraternally,  
Doug Christopher  
Business Manager/Secretary-  
Treasurer  
District Council 16

## Director of Service



**Tim Davis**

For the year 2010 our goal has been made clear “It’s all about hours”. As Business Manager/ Secretary-Treasurer Christopher explained, hours (or the lack of them) are not only about your paycheck, they are the major factor in our health and welfare increases, our pension changes and funding as well as serving as the catalyst to drive our market recovery and training programs. Hours are everything and the Service Department will be fully committed to defining and implementing any and all tactics to secure those so desired hours. By promoting our contractors in the field and through relations with the General Contracting community we hope to keep a grasp on any threatened market share. In this effort your input and assistance is more than helpful, it is vital and we would urge you to contact your Local Union office or Business Representative and inform them of any projects, large and small, that you are aware of so that we can better monitor all available

opportunities. The earlier we are involved the greater the chance to influence the direction our work will be awarded. Knowledge is the key to our mutual success and although we “sweep” all of District Council 16’s geographic areas regularly there are always jobsites we don’t find. The jobsite you report may provide “hours” for you or a brother or sister member. When a job is identified early we can identify tools that will best serve us in acquiring those work hours.

What tools do we have at hand? You, the skilled workforce are our greatest asset but there are others. We can specifically monitor industry needs and through our training and STAR programs we can make sure that our contractors are competitive in new technologies. Inversely by keeping up with technology we can organize in rising industries. Our Organizing Department has been recently successful in partnering with two new employers who perform field turf installation and coating and film installations for the glazing industry. These industries are new and growing and by branching out into these areas we achieve gains in membership and significant gains in hours.

Our Collective Bargaining Agreements are also a tool. With a limited amount of work throughout our state and country we find Union employers from outside our area being awarded work in Northern California. Mandatory language within all our agreements

mandates that these employers maintain a minimum of fifty percent of their workforce from our membership. We will monitor and demand compliance with this requirement and by also enforcing all the travel pay and subsistence requirements of our various contracts we would hope to make our District Council 16 members as attractive as possible to “out of town” contractors as they would be saving money by using our local craftspeople. Our Training Programs are tools that gain us hours within the prevailing wage arena as all contractors performing work that is publicly funded must provide one-fifth of those hours to registered apprentices and we monopolize those by controlling our respective crafts programs. This offers opportunity with all those hours whether they be awarded to a Union contractor or not. Of course we continue to utilize our Market Recovery Programs to help our employer base remain as competitive as possible and the Service Department will work with all of our Council’s other departments and resources to see that these funds are used as effectively as possible.

The coming year will be challenging and hours will remain hard to come by but we remain committed to gaining every hour we can for you our High Performance/High Value membership.

Tim Davis  
Director of Service

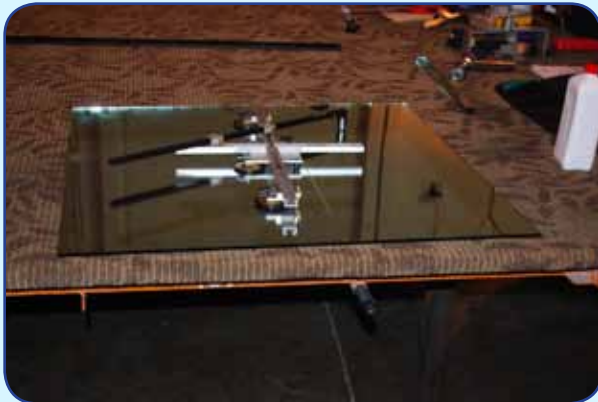
# Training



LMCI Industry Liaison for the Western Region, Dave Ottesen teaches Supervisor Training Program (STP) classes on October 29-31, 2009 at District Council 16 headquarters. This LMCI sponsored program is designed to strengthen the abilities of project supervisors at all levels. These classes are intended for newer and experienced supervisors/foremen to broaden their understanding of the responsibilities of their job and to provide tools and techniques to better fulfill those responsibilities.



Rick Nelson of Bohle America visits with the glazier apprentices and gets into details on the theory of glass cutting and the elements involved in successful glass cutting and breaking. Bohle America workshop shares with our apprentices transferable techniques, specialized tools and information that will provide us with innovative tools to provide faster, better, safer ways to cut and fabricate glass.



## Member Spotlight



Will Racenelli

Will joined San Francisco Local Union 1235 back in 1983. He just graduated high school when his brother-in-law advised him to take the entrance exam in which he

passed and went to work the very next day at Monroe Schneider Flooring Inc. Will served his 4 year apprenticeship with Monroe Schneider and Sunset Floors. I (Tony Tofani) had the opportunity to work with Will for several years when I first joined the Union and it was obvious that Will is what we consider a real High Performance/High Value mechanic in the floor covering industry. This showed in his professionalism whether it comes to installing conventional pattern carpets, glue down carpets,

V.C.T, Marmoleum, coved Linoleum, heat welding or laminate flooring he certainly made it look easy. For the last couple of years Will has worked as a shop foreman and estimator at one of our signatory shops in the East Bay. Will knows that the key to being successful and staying employed is to remain involved in Journeyman upgrade classes and being proficient in all aspects of our trade. Will has acknowledged that being in the Union has led to his success and has benefited him and his family.



Jose Espinosa

Jose Espinosa is a 90% apprentice and the VAC coordinator for Local 507. Jose was born and raised in Mexico. He came to California for the same reason

he joined the union. Jose wanted better wages and living conditions for his family and himself. Jose has worked for a few different shops. After going back and forth between loan officer and drywall finisher, his apprentice instructors and business agent advised him to get involved and boy has he! He is a prime example of High Performance / High Value. Now he has a personal commitment to get in all aspects of the union from meeting attendance to political activity. As his Business Repre-

sentative I can tell you there is nothing I have ever asked from Jose, for the good of us all, that he has ever said no to. When he is asked why he gets so involved his response is "The union has given me good wages, benefits and training." Jose also wanted to offer his thanks to all the VAC participants who aided him in his 2009 efforts. For all of the members who wish to get involved you can sign-up on-line at [www.dc16iupat.org](http://www.dc16iupat.org) or contact Jose Espinosa at 408-979-7871. Se Habla Espanol.

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



Eddie Anderson

Local Union 741 honors "fast" Eddie Anderson. Eddie Anderson is a thirty year member and also a third

generation painter on both sides of his family. One grandfather was a Union painter and the other was a Union painting contractor. Eddie remembers painting with his father, at about the time he could barely hold a paint brush. His father was so proud to see that the top foremen who worked for D. Zelinsky & Sons Painting use to argue as to who would get Eddie on their crew before he was even able to join the Union. Eddie worked for D. Zelinsky & Sons and now Guevel & Schwarz. Eddie was hired on as one of Guevel &

Schwarz top Formens, bringing with him all of his skills and positive attitude showing what a well rounded and respected craftsman should be. Eddie takes on the new apprentices, mentoring them and showing them to take pride in their accomplishments. Former apprentices refer to Eddie's way of training as "painter boot camp" and the best training they could have ever received. Most people who have worked with Eddie would say thank you Eddie for setting the, High Performance/ High Value standard.



Pete Garcia & Daughter Megan

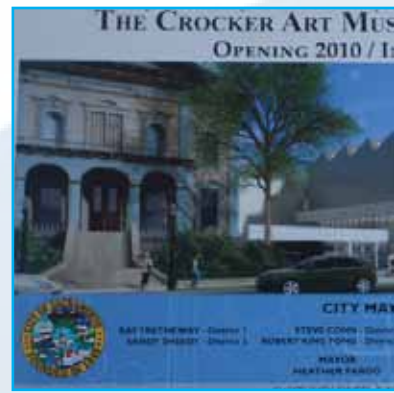
Brother Pete Garcia was indentured into Local Union 294 on October 23, 1978. He resides in Sanger, California with his wife Olga and their daughter Megan. Pete has

worked for WM. B. Saleh Company for over the past twenty years. Over the course of Pete's career he has always believed that his training makes him more valuable to the Union and our signatory contractors. Pete certifications include swing stage set up and operations, OSHA 30, and lead to name a few. Pete has also mastered every area of his craft from sand blasting to brushing and rolling walls and has been certified in the application of certain specific materials. People say that Pete's number one

asset to this Union and its contractors is that he shares everything he knows to any member who is willing to learn from apprentices to journeymen. Pete currently serves as Local 294's Financial Secretary. Pictured next to Pete is his daughter Megan, who intends on applying for one of the upcoming Walter Cantrell Scholarships and we wish her all the luck in the world with her endeavor. I am proud to say that Pete Garcia is a High Performance/High Value member of District Council 16.

who best exemplify "High Performance / High Value"

The Crocker Art Museum in Sacramento is a much needed project that will allow the Museum to fulfill its mission as a cultural center for the Sacramento region. This project involves construction of a new three story, 100,000 square foot building to be located adjacent to the original 1872 Gallery building, as well as restorations and improvements to the existing buildings which includes the 1872 Gallery Wing. Elements of the new building include state of the art gallery spaces totaling 25,000 square feet to house the permanent collection and another 12,000 square feet to accommodate touring exhibitions. Other features include a dramatic glass walled two story atrium, a 300 seat auditorium, and a sky bridge connecting the current facility with the new building. The new galleries will more than double the Museums current exhibition space, and the new temporary exhibition space will allow the Museum to bring major “block-buster” exhibitions to Sacramento.



Local 487 members working on finishing the interior of the Museum Project. Pictured below are Bob Dorn & Craig Knox





Major features of this project include a large double story atrium (capable of seating 400 at a formal dinner), a 300 seat auditorium with a 600 foot stage and state of the art audio - visual control room, two 100 seat meeting rooms, a catering kitchen, an enlarged Museum store and a cafe capable of seating 50 people inside that opens to a new, secure 7,000 square foot outdoor courtyard. The sky bridge on the top gallery level will allow 360-degree traffic flow through the galleries. Collection storage and administration offices will be consolidated on the second level of the new building. High security, climate controlled painting storage, sculpture storage, textile storage and ceramic object storage areas have been designed, as well as a new works-on-paper study center, complete with a vault, study rooms and two new galleries for the Museum's world renowned Old Master Drawing Collection. The ground level of the new building will provide oversized freight elevator for moving art, as well as exhibit preparation stations and wet and dry workrooms for art conservation.



District Council 16 members displaying their High Performance/High Value skills on the Crocker Art Project are (from top to bottom) David Anderson, Ricaro Gutierrez & Leng Vang. Special thanks to Craig Knox of Local 487 for 30 plus years of experience. We wish him well in retirement. Work in progress in the theatre (below)



## Council News



**Above:** The District Council Secretaries get ready to greet all the District Council Delegates at the December 19th Delegates meeting. Our December meeting is traditionally held at the District Council Offices in Livermore, and takes on somewhat of a Holiday atmosphere. Thank you to all the Delegates for all of their hard work in 2009. After regular business was completed, a good time was had by all. We are looking forward to increasing opportunities for our members in 2010.



To the right: Alicia Frances Balster-Gee Daughter of Local Union 507 member Kenny Gee and a winner of the Walter Cantrell Scholarship, receives a \$2,000 Scholarship Award from Regional Director James Hewett. Alicia is attending the University of Santa Cruz and we just wanted to say congratulations and wish her success on her path to higher education.



District Council 16  
PATCH works.  
See Below:

Below: LIFT (Literacy Interactive Foothill Team) Center was awarded a PATCH grant on January 14, 2010. Organizers Don Deming, Robert Snyder and Business Representative Jeff Roberts presents a \$2,500 check to executive program director Thelma Canclini. Since 1992 LIFT has provided free tutoring services to almost 6,000 foothill residents.



Below: Business Representative Carl Jones and Local Union 3 member Robin Rufino present a PATCH donation to the International Christian School in San Leandro, CA. Principal Victoria Beardsley went on to say, (We greatly appreciate the donation and really was amazed to see these gentlemen at our basketball game and present the donation to us in front of our students and families). "Thank you so much".



Left: While presenting a PATCH donation, BM/ST Doug Christopher shakes hands with "SHOOT FOR A CURE" National Event Chairman Mark Gagliardi. For the past seven years, this organization has introduced hundreds of new people to the fun and excitement of sporting clays shooting while raising tens of thousands of dollars for leukemia research.

# Director of Communications



WOW! What a year it has been for the VAC department here at District Council 16. I am going to be sharing with you record participating numbers, a change in venue where all of us will be celebrating a successful 2009 and what we have to look forward too in the year 2010.

The Volunteer Activist Committee (VAC) was created in the year 2004 in the hopes that our already dedicated members would take ownership in a rewards based program that was based on the needs of Community outreach, Political action and Organizing. All members in good standing including retirees were encouraged to participate. As you will see by the comparisons in numbers and years, you have already exceeded our expectations.

So if your wondering how to get started it's easy, all you have to do is fill out an application online at [www.dc16iupat.org](http://www.dc16iupat.org) or visit your local union office and ask for assistance. Once you have filled out and submitted an application to the VAC administrator you must

then participate in three activities in a calendar year to become a member. This is when all the hard work turns into fun and satisfaction.

Here are some VAC activities that our members have participated in from past years. Their donation of time and labor on a remodeling project at a local Ronald McDonald House allows families around the world to stay together, in the proximity to the treatment hospital, and be comfortable and cared for during their stay. Through donation of labor and materials our apprentices and members have been involved with Habitat for Humanity building shelter for families in need. We are the front runners when it involves our VAC political team. You have established yourselves as the go to organization when it comes to putting "Feet on the Street" to help elect labor friendly legislators. The VAC program is a great tool for the District Council Organizing Department. On more than one occasion members have shown up to participate in job actions against non union contractors doing the

very work that they are trained to do. This part of the VAC allows members to interact with other members from our different crafts that normally wouldn't and shows total support as a District Council.

Let's take a look at where we were and where we are. In the year 2004 right from the beginning, there was over 170 members participating in a total of 140 VAC activities. Five years later and still growing strong, in the year 2009, 373 members participated in over 200 activities. A couple of years ago Business Manager Doug Christopher made a statement he couldn't wait to see this program grow and get so big that we would have to move the VAC banquet out of our existing facility and into a bigger place, well congratulations you did it. This years awards banquet will be held at Casa Real Winery in Pleasanton. 2010 will bring many challenges to our members such as work opportunities, political changes and some family hardships. The VAC program is just another tool to help get us through some of that and I hope to see you there.

## Victory in Congressional District 10

Former Lieutenant Governor John Garamendi turned Congressman in a Special Election held in November 2009. John has been a staunch supporter of Labor and it was a pleasure to see all the District Council 16 VAC members support him as well, another great job by our members.



John Garamendi



**Top:** Newly elected U.S. House of Representative John Garamendi speaks to the crowd on victory night at his local headquarters in Walnut Creek.

**Left:** Brian Hooker Field Representative for John Garamendi says thanks to District Council 16 VAC member Charlie Richards.

**Below:** VAC member Paul Manuel of Glaziers Local Union 1621 had the opportunity to discuss politics with Assemblymember Anna Caballero who is seeking District Council 16's support while running for State Senate in his area.



VAC members rallied around candidate Eric Holm who was running for a City Council seat in the City of San Rafael. Even though Eric fell short in this election, you can be assured you will see him and the District Council 16 VAC political team in the future. Eric is still heavily involved in politics and sits as a committee member of the City of San Rafael Disability and Accessibility Advisory Committee.





**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, 2010

Winners will be announced in July of 2010

# 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 postmarked 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 the Government play in the future of Organized Labor?**

**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

### Doherty Painting & Construction, Inc. debarred from City and County of San Francisco Public Works

District Council 16 has been investigating Doherty Painting & Construction, Inc. since January 2003. On January 21, 2003 our first complaint was filed on the Galileo High School project in San Francisco for misclassification of workers. The City of San Francisco Public Works Department investigated and found that in fact they misclassified the workers and did not pay proper prevailing wage. This only cost the company \$683.51.

From 2003 to 2007 we have filed multiple complaints against Doherty Painting. We have had little to no success in proving they were not paying the proper prevailing wage.

In December 2007 we filed another complaint on Meadow View Elementary School Exterior Painting project for misclassification of workers. The Labor Commissioner's Office investigated and found that in fact they did not pay the proper prevailing wage to its employees, which cost the company another \$591.31 in wages and \$190.00 in penalties.

In April 2008 District Council 16's Organizing Department was contacted by two employees from Doherty Painting asking us to help them get paid the proper prevailing wage on the San Francisco Unified School District projects. We interviewed the two employees and learned that the employees of Doherty Painting were making \$11.00 to \$22.00 per hour on these prevailing wage projects. The employees also claimed that they were made to sign the back of checks used to match what was reported on the certified payroll records and were required to return the checks back to the company suggesting that they were keeping 2 sets of books.

May 20, 2008 we filed three complaints with the San Francisco Unified School District on George Washington High School, Thurgood Marshall High School and Marine Middle School.

March 2009 San Francisco Unified School District Labor Compliance Program found in fact that Doherty Painting & Construction underpaid their employees the proper prevailing wage on these projects:

George Washington High School:  
Wages \$86,434.03 - Training \$593.40 - Penalties \$16,275.00 = \$103,302.43

Thurgood Marshall High School:  
Wages \$134,855.36 - Training \$1,025.65 - Penalties \$27,275.00 = \$163,156.01

Marina Middle School:  
Wages \$36,051.63 - Training \$231.63 - Penalties \$6,200.00 = \$42,483.26

In June 2009 the San Francisco Office of Labor Standards Enforcement filed another complaint on the Broadway Family Apartments for the same violations. Through their investigation they found that Doherty Painting & Construction failed to pay proper prevailing wage rates, misclassified workers, and falsified certified payroll records. Finally on December 15, 2009 the City & County of San Francisco Labor Standards Enforcement entered into a settlement agreement. Doherty Painting & Construction is debarred and prohibited from bidding on and/or accepting the award of any city and county of San Francisco Public Works contracts for a period of (4) four years.

This campaign has gone on for a long time. I am very happy to see that the City and County of San Francisco Labor Standards Enforcement has stepped up and enforced prevailing wage laws to its fullest. This campaign is far from over, but I'll keep you informed as we go along.

**Hi Brothers and Sisters:**

Well it is a New Year and let us hope for health, happiness, prosperity and that work will pick up for all of us. Local 3 members were very active participating in the VAC in 2009 from picket duty to phone banking to passing out turkeys at Thanksgiving. It is nice to see in these hard times our members demonstrating how we still give back to the community.

We held our General Convention in 2009 where we elected our leaders for the next four years. The AFL-CIO held its convention and new leadership was elected where John Sweeney retired after so many years with the labor movement. Andres Culver was

**Dear Brothers and Sisters,**

I hope you all had a safe and Happy Holiday season with all your friends and families. We are all hoping that along with the New Year, 2010 brings new jobs, and many of them. Although 2009 was slow for the construction industry, President Obama brought hope to America with the stimulus package that jump started the construction of the infrastructure in many cities across the country. Along with added money to our Market Recovery Program, we hope to secure even more work hours for our members than last year. As I reported at our last wage allocation vote, the Market Recovery secured over 80,000 hours for us over the past two

elected to Secretary-Treasurer of the Building & Construction Trades Council of Alameda County. The Building & Construction Trades Council helps us with Project Labor Agreements and works with elected officials that work for the interest of working families. We look forward to working with the newly elected leadership of the above mentioned organizations.

There were a number of events that helped District Council members, Oakland, Hayward and San Leandro City Councils supporting PL'As. We also helped elect two board members in the city of Emeryville, whom we expect to support us in favor of Project Labor Agreements and Pro-union construction in the city

years! Those are hours we would not have acquired had it not been for the overwhelming support of you the members. Remember all hours worked helps everyone's pension out, because its hours contributed to our Trust Funds. Even if your shop doesn't participate in the Market Recovery, it still helps us all.

I would like to thank everyone who participated in the various VAC events last year. I believe that Local 12 once again set the bar for participation this year. I hope to see all of you at the VAC dinner in February, it is always a great venue with lots of fun, food and prizes! The invitations should be coming soon. You can always check the VAC calendar on the website, and click on

of Emeryville.

The Market Recovery Program will enable us to capture a number hours which we would have not worked.

The year ended with our annual Holiday Dinner with a great turnout. Our members enjoyed an evening of good food, great company and the opportunity to see members old and new. This was our second year and it gets better every year.

The Holiday Dinner and all that is happening in our office can be credited to our new secretary, Veronica Blanco who has added a professional and woman's touch to our office.

Carl Jones

VAC. Please try to make every attempt to attend, you earned it! The website will also tell about any upcoming events to be held.

The new STAR Program schedule for 2010 is out. If you're interested, I have some in my office in Oakland so give me a call and I will be happy to give you one. As you already know STAR is a great way to show the employers that we will walk the walk when it comes to setting the HIGH PERFORMANCE/HIGH VALUE standard in our industries. I hope everyone will take advantage of this great opportunity to get involved. In closing, I want to wish everyone a safe and productive 2010.

Tony Tofani

# Local Union News

Local 83

Dear Brothers and Sisters:

To all the members of Local 83, I hope you had a great holiday season and are starting the New Year off with optimism and hope. I want to thank the executive board members for all their hard work and time that they contribute throughout the year to keep this Local Union moving in a positive and healthy direction. I also want to thank our office secretary Sonia Contreras for all her support and her assistance to all of our members.

This last year was filled with many changes that have affected not only our pension and medical plans but also our International Constitution. In order for us to be in compliance

with our Constitution this will also bring changes to our District Council 16 and Local Union Bylaws. One of the major changes will be going to a percentage dues check off, this allows us to lower counter dues which would help retain members that are out of work and make the Local Union more financially secure which enables us to serve the membership better.

Politically this is going to be a very busy year. Local 83 has endorsed Pam Torliatt for supervisor Sonoma County and Michael Allen for State Assembly and others that help to further labor's agenda. To get you and your family involved sign up for the VAC program and help us with voter

registration, precinct walks and fundraisers and you will be surprised how much fun you can have and be rewarded at the same time.

Remember to participate in the STAR Program which starts with the "Survival of the Fittest" seminar in which you need to sign up now because time is running out. Becoming more valuable makes you more attractive to contractors so make sure you take advantage of the STAR training and become eligible to attend the STAR rewards event that takes place in October.

Remember to help each other and work safe.

Les Proteau Regional Director

Local 169

Dear Members:

Our International Union has issued the newly updated Constitution, reflecting the changes directed by your delegates to the General Convention last year. District Council 16's Bylaws Committee was formed and they put forth updated bylaws for ratification by you and you overwhelmingly approved those (35-1) at the Special Called meeting held on January 12. Every local met at the same time and the result was that the new bylaws were approved. These new bylaws set up a fair dues structure across all of our crafts that should insure that every local is as financially healthy in the future as ours has always been.

The outlook for work is not getting any brighter just yet, and it is more important than ever that we police the work that is still going on to make sure that every hour worked is worked by a union member. If you see any work being done, please take the time to verify that our men are doing it and let this office know if you find work being done non-union. All of the working guys need to take the responsibility to locate work opportunities for our unemployed brothers whenever we can. You never know when you might be the one that needs the help.

It is also important to keep your local aware of your employment status whenever it changes and your current contact information. Although

the best way to find a job is to get out there and knock on doors, there are a few jobs that come in through the hall and we can't send you to them if your status or contact information is incorrect.

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

Fraternally,

Ron Kessler  
Business Representative  
District Council 16

**Happy New Year Brothers and Sisters:**

The Monterey / Santa Cruz Building and Construction Trades have been meeting with city and county officials in the Monterey County area and have been geared towards our area obtaining some of the first Project Labor Agreements ever. Some of the projects involved are plans for a desalinization plant in the Marina, and a Hotel in Watsonville. What this means is a 100% UNION job for all trades.

By the time this article was written you will have been informed of some changes in our Local Union and the District Council. There are changes in the District Council and the

Local Union Bylaws. Hopefully you would have attended those meetings in January, if not you will hear about the changes in the next Pride article. There has been an increase to the Health and Welfare contribution which was needed to maintain our benefits at the current level.

Now looking ahead, we will be having wage allocation meetings coming up, for Painters as well as Drywall Finishers. Of that increase we will be asking for a \$0.50 increase from both crafts to the Targeting Program. This increase will be needed so that we do not have to close down targeting periodically for lack of funds and in the case of the Drywall Finisher, to be able to start utilizing their fund.

For the next quarterly installment of the Pride, I need your input with regards to Local Union 272 members. I would like to do a member profile on one of our members and I am asking for some information about a High Performance/High Value member and a picture for the Pride. If you're shy you can call and volunteer someone you work with, and if you are so inclined you can even volunteer yourself.

As always, attend meetings when you can and please pay your dues on time.

Faternally,

John Papa  
Business Representative  
District Council 16

**Dear Brothers and Sisters:**

I am saddened to report on the loss of one of our members Tom Witham. Tom was born March 25, 1959, he was initiated into Local Union 294 September 1, 2001 and passed away on November 28 2009. Tom was a journeyman Painter and worked primarily for Nelson Painting throughout his career. Tom fought a tough battle against liver cancer and throughout his battle Tom always held his head high and never stopped smiling. Tom was truly grateful to his fellow Union Members, though even most members were not working very steadily they still reached in their pockets to help Tom with his bills. I would like to thank everybody who stepped up to help Tom especially Dave

Ferry and Don Wooten, Almost every time I saw Tom in the months preceding his death Dave was right beside him giving him rides to take care of his business and to get something to eat and there was a short time when Tom stayed in Don's home. Our thoughts and prayers go out to all of Tom's family and friends.

At this time I would like to thank everybody who volunteered their time to the VAC this past year. In the past years this local averaged around four to six people who completed at least 3 VAC events and qualified to go to the VAC event / dinner at District Council 16 and at the time of this writing we have 28 members and 2 additional family members who are eligible to attend the event in February.

I look forward to attending this event with each and every one of you. I would now like to challenge each and every member of this Local to step up in 2010 and let us try to double that number for Feb. 2011.

By the time you receive this issue of the Pride another holiday season will have come and gone and I hope all went well for you and your families and I look forward to standing by you and working through the challenges of the upcoming year!

Sincerely,

Jeff Roberts  
Business Representative  
District Council 16

# Local Union News

Dear Brothers and Sisters:

I hope this year finds you in good health and having had an enjoyable holiday season. At the time of writing this article, we have voted to accept the proposed District Council Bylaws and I would like to thank the members that turned out to voice their concerns. We must now begin the process of working on our new set of Local Union Bylaws and I would like to encourage every one of our members to participate and get involved in the process. President Charlie Richards will be appointing two replacements on the Bylaws committee due to retirements. The committee will review all changes and make recommendations to the membership at an upcoming

special called meeting. These changes are a reflection made at the Thirtieth General Convention of our International Unions Constitution.

Starting January 1, 2010 Kaiser plan participants will be subject to the new Kaiser schedule of benefits. There is no change to the direct pay Blue Cross participants also you need to pay attention to the new wage schedule due to the health and welfare increases.

To all the members wishing to participate in the STAR program you have until June, 2010 to qualify and I would hate to see you miss out on the Training and the rewards event in September. Just a reminder to all of you the "Survival of the

Fittest" seminar is mandatory along with the extra training to be able to participate and all you have to do is go online at [www.dc16star.org](http://www.dc16star.org) to register. This is especially important to those members who wish to work in the industrial field, you will need to make sure you have all your certifications.

Thanks to all of our members who participated in the VAC last year and we will see you at the banquet February 20, 2010. May the new year provide you with a rich work environment and a more prosperous year.

Fraternally,

Haden Blaylock

Dear Members:

The Local had a huge turnout for our annual December Dinner which was held at District Council 16, Headquarters in Sacramento on December 14, 2009. Even though it was a little crowded the response from the members and guests in attendance was very positive and appreciative. I would like to recognize Griselda's Catering and her staff for a great job and Shakir Villalobos for providing the evening's music, but most of all thank you to the members and your families for coming. We have every intention of continuing this tradition.

In accordance with our International Constitution your Local Union Bylaw committee

will be working on our new Bylaws which will be brought before the membership for approval at a special called meeting, please make every effort to attend.

I have had some questions regarding the 2008 Membership Breakfast which we held in Modesto during the month of November and why didn't we do it in 2009. If it makes sense we are considering holding a similar event in the spring of 2010, perhaps during the month of May. The key as always will be the commitment on your part to participate.

As I reported in the last issue of the Pride we are continuing our Journeyman Painter Upgrade Training, however

we are now accessing training through the STAR schedule. You will still sign up through your employer or at the Union Hall. The new method of completing our training will take some cooperation by you the member so please do your part as we strive to be a HIGH PERFORMANCE/ HIGH VALUE Trade Union.

Fraternally,

Steven Caster  
Business Representative

Welcome to the year 2010. With a new decade come new chances. There are those out there looking for work, which should register for the S.T.A.R. program and take advantage of the training and upgrading classes offered. Members should go to [www.dc16star.org](http://www.dc16star.org) and start the journey to "High Performance/High Value" members.

Several of our members have recently retired so don't forget all retirees need to come by the union hall and fill out an application for life membership to get the reduced rate as a retiree.

The union is always getting bigger and better. In fact, just last month we signed another drywall company, MGM

Drywall, Inc. They came on board with 15 employees. They work mainly in the large residential and prevailing wage market. MGM is looking forward to hiring the best drywall finishers in the area with the goal to become one of our best UNION contractors. Last year Local 507 made increases in their VAC activity with more members and more activities. This Year, Local 507 has purchased safety vests. These vests will be given to any Local 507 participant who participates in 5 VAC activities. If you wish to get more information or wish to sign-up for the VAC or any events, you can come to the Local Union office. Our current VAC coordinator is Jose Espinosa. He is preparing to have the most active year yet.

Let's go Local 507 and become the most active local in District Council 16.

January 12, 2010 at 6:00 p.m. the entire membership of District Council 16 voted on their new Bylaws. Local 507 membership voted 70% in favor and 30% against. The changes will take effect as soon as the Bylaws are approved by the International Union of Painters and Allied Trades. The turnout was not as high as the local should have had, but I would like to give a personal thank you to all of those who took the time to get involved in their own future. It is you who make your local and your District Council.

James Hewett  
Regional Director

Dear Brothers and Sisters,

As we begin a new year, I would like to remind you all of your responsibilities in fixing the unfunded liabilities of the Painters and Allied Trades Industry Pension Fund. Each of our crafts has an increase in the pension hourly contribution which must be completed before the end of 2011. The amount of increase for the Painters is \$1.05, Drywall Finishers \$.63, Floor Coverers \$.40 and Glaziers \$.09. These figures need to be at the top of every member's priority list for the next wage allocation meeting. To those that have wondered if our Pension is worth saving, the answer is simply yes. The October-December 2009 issue of the Painters and Allied Trades Journal reported

that a recent cover story in TIME magazine called the 401(k) "a lousy idea, a financial flop, a rotten repository for our retirement savings." Chances are that you all know somebody with a 401(k) retirement. The last few years have proven what a risky bet they are and have shown how their participants lose the retirement security that we all seek. For more information on this issue, I urge you to go back and read the article in the Retirement & Pension section of the past Journal.

By now you have seen or heard many advertisements for U.S. Senator Harry Reid. With everything he has done on health care reform and the new jobs Bill, he has certainly earned our respect and support. The main

focus of our Volunteer Activist Committee this year will be his re-election. I ask each and every one of you to be involved. Your future employment opportunities may count on him continuing as the Senate Majority Leader.

Your Union and its training programs have put into place all you need to give yourself a skill upgrade in 2010. Now it's up to you to take advantage of it so you can continue to demand the highest pay and benefits in your industry and be the high performance/high value member representative of District Council 16.

Fraternally,  
Todd M. Koch  
Regional Director

# Local Union News

Dear Members:

In the month of June 2010 we will be holding the Local Union and District Council 16 elections and it is vital that all members participate in the process. There will be new executive boards formed; we will need delegates to the many bodies we are affiliated with such as Building Trades Councils, Central Labor Councils and executive board members. All these offices must be filled and now is your chance to find and take positions that can make a difference in deciding the future direction of not only your own craft but many of these other councils as well. It is a chance to literally get in on the ground floor of your Local Union and try to make a substantive difference.

We will be gearing up for the 2010 midterm elections next November and if you would like to take part in all that we would be happy to have your help. These important State and local area races should get you involved and if you haven't been, you will get the chance to meet a lot of nice people and find out a lot about your community and the process as a whole.

Some of you have noticed that we as a Local Union did not attend the annual moose feed event sponsored by the Carpenters Union. The reason for this is simple because, as the Carpenters continue to raid our work we cannot continue to stand by and honor that Union as long as they continue to steal

the food from our members and families mouths. Until this situation is corrected we will continue to oppose their raiding of our crafts and other craft jurisdictions.

Dan Angel  
Business Representative  
District Council 16

Greeting members of District Council 16 we have survived the craziest decade of our collective memory. We have also witnessed some of the worst attacks on organized labor and the middle class in America as never before in American history.

What can we do?? More now than ever it is important as individuals to become active as well as educated as to what is going on. In doing your part as an individual you can become more active in your immediate location (think globally act locally) by attending your meetings, and participating in your V.A.C. For those of our members who are not aware of what the V.A.C. program consists of it calls upon our individual members to volunteer

in actions such as picketing, phone banking and walking precincts for those legislators to whom we support and hold accountable. As well as community based activities. At the completion of three events, you will be invited to the recognition dinner receiving a killer door prize, (nothing cheesy), a lottery ticket, (wonderful prizes), a great dinner, and other brothers and sisters to socialize with. In the past years I can personally say what a great time this event is and having said that we would like to introduce Francisco Fallon as our new V.A.C. coordinator. It is our goal to invigorate our membership in participating, not only in our V.A.C. activities but also our local as well.

At this time we would like to introduce our newest delegate to the District Council 16 meetings, Robert Williams III, a third generation member of our organization. Robert will be representing the members at the District Council 16 meetings asking the hard questions of our leadership. Any of you out there who have not had the pleasure of meeting Mr. Williams, let me tell you, he is one sharp individual, never reluctant to ask questions, and participate in our local. So, come to your local meetings and find out what's going on. It's your turn now!!!

Sincerely,

Christopher Fallon  
Recording Secretary  
Local 741

Local 718

Local 741

## Brothers and Sisters:

The last few months have been spent updating our Bylaws, both at the District Council level and at the Local level. This is a requirement that is the result of the General Convention that is held every five years. There are a number of changes that will affect you and the Local. I would like to thank the E-board and the members of the Bylaws Committee for their hard work and time for getting our new Bylaws completed.

2010 will be an election year for the District Council and for Local Union officers. Now is another opportunity to step forward and show your commitment and dedication to our Local. Whether being

an Officer of the Local or a Delegate to the Council, your participation is important for the future of your District Council and Local Union. Being involved early in your career is important to building a stronger union for the future.

Last year you brought participation to a new level. I challenge you to outdo yourselves this year and there are many ways to be part of what we do. The VAC is active and is always looking for more members. You have the ability to put actions together when and where you need and support in charitable contributions, labor, or political actions. Your Brothers and Sisters are here to help. You can also help in demonstrations and other organizing activities.

The job market is as competitive as I have ever seen it. Not only do we have a number of quality members looking for work, there are a number of Glaziers who have been working for nonunion shops now out there looking for work as well. Some of these guys have been around for some time, and know what it takes to be a good Glazier. Some have already become good Union members, and we need to continue to encourage this in our efforts to take back market share. This is another reason for your continued commitment to High Performance and High Value. Challenge yourself to continue your education and updating your skills.

Daniel Belau  
Business Representative

Hello, to the members of District Council 16:

Well, another year has passed and I hope 2009 was a good year for all, and 2010 turns out to be even better. Work is still slow, but there are signs of a turnaround in the local economy. We are working on a San Francisco wide PLA with the Redevelopment Agency of San Francisco. This is an entity that funds housing projects throughout the San Francisco area with taxpayer's money and is extremely important to get this work to our members.

Remember our Local Union meetings are held on the first Wednesday of each month at 6:00 P.M. Please make every possible effort to attend. This

Local belongs to YOU, the Members and is important to come and get involved or just listen to get educated on Union issues. I urge you to ask questions and if I don't have the answer, I will certainly have one prior to our next meeting.

It is now the requirement, of every member, to come to the Union hall and sign your work referral. There is new language on your referral which is the same as on your membership application. You are not being asked to sign something which you have not already agreed too, but only to update your file. This new policy may inconvenience some of you, however, it is in our Bylaws. Article 18, #31 of our Bylaw states:

*"Each member shall be responsible to comply with these referral system procedures and must secure a work referral from the local union prior to commencing work for any signatory employer. Members failing to comply with these procedures shall be assessed a twenty-five dollar fine."*

In closing, have a great new year! I hope to see you soon at a regular Union meeting. Please bring to my attention your concerns so that we may work together to get them resolved.

Fraternally,  
James Ruigomez  
Business Representative

# Local Union News

Dear Brothers and Sisters:

Welcome to the New Year and a big thanks to our executive board for their dedication and hard work over the past year. We are all hoping this shapes up to a better year than last and as we are all aware of the current economy that just goes hand in hand with our current work picture.

Recently at our special called meeting the membership accepted the changes in the new District Council Bylaws which were in line with the new changes of the Constitution at the International Thirtieth General Convention. We will now move forward and start meeting at the Local Union level to make recommendations to

our own set of Bylaws.

Recently at the Kelly Moore Paint facility the members there voted to change their medical plan from the company plan to Automotive Industries plan. There was a problem in the beginning of the year regarding enrollment, but I believe all the problems have been resolved and things are starting to run more smoothly. I appreciate your patience and want to thank ATPA for showing up at the plant to help with the members problems.

Contracts to be negotiated this year and all of them in the month of February involve the following paint facilities Precision, Mac Lac and Triangle. There will be meetings

with the membership about proposals you wish to take to the employer so do not hesitate to ask me questions regarding these facilities. Notices to the members with when and where to vote on these agreements will be sent out as soon as I have something to present you with so be aware and look for notification.

On a serious note, please make sure you have a death benefit card on file with the Local Union. Unfortunately last year two of our members passed away and were not entitled to the benefit due to the fact of not having a card on file. Call the office to make sure you have one on file and make any corrections or updates necessary.

Jose Santana

Dear 1237 Members:

We hope everybody's Holiday season was as joyful as ours. The Sutter Hospital project in downtown Sacramento and the Thunder Valley Casino has been gearing up for manpower beginning of the New Year. Our Employers have expressed to us that we should have an increase of employment in 2010. District Council 16 and our Employers are working diligently to increase future work opportunities for the membership.

We encourage you to attend the upcoming Local Union meetings as one of the main topics will be discussions on the Sacramento addendum which expires June 30, 2010. You will receive

information at the meetings through the course of contract negotiations. Your participation and support is vital to the future of this membership, collectively we stand stronger.

We have a new addition to our contractors list, B J Flooring Inc. became a signatory contractor with District Council 16 as of November. The United Way has provided a brochure for the membership entitled "When the Paycheck Stops". The brochure provides tips on how to operate on a budget with a reduced income, includes contact information for public assistance and tips on how to deal with creditors. Copies are available at the Local Union office.

We want to thank those of you

who helped make our Local 1237 Meeting/Holiday party a success, the members who donated their time to set up the Union hall and prepare the evenings meal did a fantastic job. It was good to see the members and their families as well as some of our contractors enjoying the festivities. Service pins were also handed out, congratulations to Brother Dave Crites who received his 50 year pin, as well as many members receiving 5 year, 10 year and 15 year pins.

We want to thank all those of you who participated in the remodel of your District Council 16 Building. Job well done.

Vince Echeverria  
Regional Director  
District Council 16

It's that time of year when Local 1621 honors their members, with Service Awards. For those who don't know, we give awards for 50 years of service down to 25 years of service. Our fifty year recipients are Richard Hollis and John Lubina. Our forty-five year recipients are Robert Van Beck and Dennis Dunlap. Our forty year recipients are Robert Peters, Dominic Dugo and Anthony Fumagalli. Our thirty-five year recipients are Roy Ota and John Battaglia. Our thirty year recipients are Luis Mendonca, Richard Browning, David Snyder, David Hissim, Robert Smith, Joseph Cardoza, Estella Quilala, Mark Martinez, Marvin Hanson, Paul Moore, Gary Romac and Dan Daniel. Our twenty-five year recipients are Peter Susnow,

Michael Gramlich, Michael Croft, Wilson Ornelas, Peter Towle, John Harbison, Frank Stillwell, George Guild, Gerald Rasmussen and Joe Sardinha. Congratulations guys and thank you for your commitment.

Things have been continuing to remain slow here at Local 1621. The out of work list is staying around 70 members. The work picture is some what bleak for the next couple months or so. I am being told by a few shops things will get a little better around March. But that doesn't mean we are out of the woods. What it does mean is that if things at the shop are slow or you are currently not working, now is the perfect time to start taking STAR classes.

Upcoming classes on the

schedule are welding, OSHA 10 and 30, booms & lifts, scaffold, rigging & hoisting, 1<sup>st</sup> Aid/CPR/AED, and sealants & caulking. High Performance High Value means more money at negotiation time as well as being the best Glazier you can be. The more training that you have under your belt, the more marketable you become to our employers. This could be the edge you need to secure employment. Don't let this opportunity pass you by.

Your "VAC" volunteer organizing committee is looking for help. Now is the time to get involved. Our South Bay VAC leader is John Hughes. You can reach him at Local 1621.

Steven Huckaby



Brother Cyril Buthman has been a member of the Painters union since 1941. Local 3 is proud to call him our member. He was born on May 25, 1919 in St. Joseph, Missouri. After his mother passed away, he along with his two brothers and sister were left in the care of his

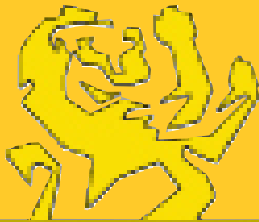
gambler father in Nebraska. After his father lost the family farm, Cy and his siblings were left at a local orphanage. As soon as his father had re-established himself, he picked up Cy and his siblings and started their trek to California for a new life.

A worker mentioned to the elder Buthman that a small town up north named Hayward was a good place to settle down with his family. That's where Mr. Buthman started his own painting company with the help of his children. Just when Cy became a member of Local 1127, he was drafted into the Army Air Corp as a private with limited service due to a birth defect affecting his eye. Cy was stationed stateside until he was sent to the Philippines. After serving our country, Cy returned to Oakland and worked as a painter

until he retired in 1982. In 1959 he married his long time love – Ilene. Although they had no children together, Cy considers her children his. They lived their life together in Oakland until her death in 1982.

Cy has seen the painting industry and the labor movement take many changes. Gone are the days when paint was made from milk or were oil-based. He is amazed at some of the advanced technologies that the trade has been using. The Union has been good to him, he is able to live comfortably in his new home town of Vacaville.

Now that he is retired, Brother Buthman travels the state in the company of his lovely companion, Angie. Brother Buthman says that being smart and lucky are the basis for being successful in life.



**District Council 16**  
2705 Constitution Drive  
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**DC 16**

