The Home Of High Performance / High Value Finishing Craft Workers

May - July 2009
Congratulations to Brother Chris Coleman who was named Job Corps Instructor of the Year 2008. Chris has been the instructor at the Treasure Island Center for over 4 years and has been honored for his dedication to his students success.

The IUPAT has been involved in Job Corps since 1969 and is one of five Building Trades Unions offering training programs through Job Corps. All IUPAT Job Corps programs take approximately one year to complete, and consist of on-the-job training, social skills development and general education. Students must do well in all parts to meet the requirements necessary for entry into an Apprentice Program.

Instructor Coleman keeps a close eye on his students during classroom time.

The current class of students in 2009.

A student gets ready at his locker to prepare for the day ahead.
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Rumor vs. Reality

Have you heard any good rumors about your pension plan lately? Based on the phone calls we have been receiving in our office, my guess is that you have. In this article I am going to attempt to clear-up some of these rumors you have been hearing and shed some light on what is going on with our pension plans. First let me apologize for the length of this article. The state of our pension plans and the complexity of the issue will not allow me to shed some light on the issue in just a few short paragraphs, so please bear with me.

Before we get into the economics, let’s address and understand who is managing your pension plan and how your pension is managed. Your pension plan is managed by a Board of Trustees which is made up of an equal number of Union and Management Trustees. The Trustees do not answer to the Union or to Management. Under Federal law the Trustees all answer to the participants. Participants are those who make contributions and are entitled to benefits under the pension plan (You). The Trustees are required to manage the pension plan assets and benefits solely in the interests of the participants. The Union Trustees naturally have your interests at heart because they are ultimately the same as you. They make contributions to the pension plan like you do and they get the same benefits you get. Management Trustees have your interest at heart because they make the contributions to the pension plans and ultimately suffer serious penalties and assessments if the pension plan is unable to meet its financial obligations to pay benefits to the participants. Bottom line, all the Trustees have a vested interest in the pension plan and are economically tied to the success or failure of the pension plan.

Multi employer pension plans like ours are governed under Federal law. ERISA (Employee Retirement Income Security Act) and the Internal Revenue Code are the main governing authorities. ERISA requires that Trustees act in a prudent manner and makes decisions which are consistent with the interests of the participants. Anything less and the Trustees themselves are held personally liable. The Board of Trustees are responsible to see that the pension plan assets are invested properly. Trustees must adopt an investment policy which includes an asset allocation model which determines what percentage of the pension plans assets are invested in certain asset classes. The purpose of the asset allocation model is to create diversification. Asset classes include stocks, bonds and real-estate. The asset allocation model goes beyond these three
basic asset classes and breaks each of them down into separate disciplines within each of them. For example, stocks could be broken down to large cap, mid-cap and small cap and then each of these could be broken down again into value and growth. This is just a small sampling of how asset allocation models work to create diversification. The overall strategy behind diversification is to increase return and lower risk. In other words, capture gains in a bull market and minimize losses in a bear market. One last thought on this subject; the Trustees hire investment professionals to invest and manage investments in each of the asset classes. The Trustees also hire an investment consultant professional who advises the trustees in the preparation and implementation of the asset allocation model and selecting the individual investment managers and monitoring their performance.

Our pension plans are generally invested in stocks, bonds and real estate, all of which have been decimated by the current economy.

Trustees are required by ERISA to invest our pension plan assets in appropriate investment instruments suitable for plans such as ours. Our pension plans are generally invested in stocks, bonds and real estate, all of which have been decimated by the current economy. If you have been paying attention to the news you know that stocks have plummeted, real estate values have fallen off a cliff and bonds have dropped like a rock. Bottom line, there is no place to hide. Here’s some good news, diversification works. While the stock market has dropped almost fifty percent, our pension plans total investments have dropped less than half of that. The Trustees are constantly, through the advice of their paid professionals, making adjustments and positioning the pension plans to minimize losses and maximize gains.

The Pension Protection Act of 2006 requires that pension plans use a certain set of guidelines to establish a pension plans percentage of funding. Based upon the result of this calculation a pension plan can find itself in one of three zones (Green, Yellow or Red). Green Zone being that the pension plan is more than 80% funded and will not suffer what is termed a minimum funding deficiency in the near future and the pension plan is not required to take any corrective action. Yellow Zone being that the pension plan is below 80% funded or will suffer what is termed a minimum funding deficiency in the near future and the pension plan must implement a Funding Improvement Plan. Red Zone being that the pension plan is expected to have a funding deficiency sooner and is either funded at or below 65% or has other funding issues, and the pension plan is required to adopt and implement what is termed a Rehabilitation Plan.

The fact is, all of our pension plans will be certified in either the Yellow Zone or Red Zone this year as will almost every other pension plan in the United States this year. For those plans certified in the Yellow Zone, they will need to develop and implement a Funding Improvement Plan. The Funding Improvement Plan will most likely include increased contributions to the pension plan for the sole purpose of deficit reduction which means no benefits will be earned on those contributions.

For those of you who are at or close to retirement eligibility, all written notifications will allow you sufficient time to make critical decisions prior to the implementation date of the necessary changes.

For those plans certified in the Red Zone, they will need to develop and implement a Rehabilitation Plan. Like the Funding Improvement Plan the Rehabilitation Plan will also most likely include increased contributions to the pension plan for the sole purpose of deficit reduction which means no benefits will be earned on those contributions. Additionally, the Rehabilitation Plan must include benefit reductions. The benefit reductions that may be considered under a Rehabilitation Plan may only include what are termed as adjustable benefits which generally are those benefits provided by the plan on a subsidized basis. A subsidized benefit is basically all benefits with the exception of your full pension amount at full retirement age. An example of a these benefits would be subsidized
early retirement benefits. Whatever benefit reductions may ultimately be included in the Rehabilitation Plan, will take effect at some point in the future depending on whether or not or when your pension plan is certified in the Red Zone. Trustees are just now beginning to consider the benefit reductions that may be implemented.

The Trustees have already agreed on some issues related to how they will implement pension plan changes once those decisions have been made. Each pension plan will notify each of you in writing with regard to the Zone status of your pension plan. Each pension plan will also notify each of you in writing as to the details of any Funding Improvement Plan or Rehabilitation Plan that may be required and the details regarding its implementation. For those of you who are at or close to retirement eligibility, all written notifications will allow you sufficient time to make critical decisions prior to the implementation date of the necessary changes.

For active members, the pension amounts you have already earned shall remain intact and be payable at your full retirement age and can not be reduced in either Yellow or Red Zones. Regardless of which Zone and/or Plan that is adopted by the Trustees, all current retirees and beneficiaries are not affected and they will continue to receive their benefit checks as usual.

While we all hope that the stock market will recover from its recent significant losses, no one knows for sure to what extent the stock market will recover or when. The Trustees are charged with the responsibility of securing the pension plan for all the participants. This important responsibility requires that the Trustees, after receiving extensive reports and analysis from their professional advisors, take action now to recognize the possibility that things could get worse before they get better. Although the Trustees hope that the stock market will recover promptly, no one has a crystal ball that will tell the Trustees when the recovery will occur and how great the recovery will be. The Trustees are required to take action based upon a recognition of the current losses in pension plan assets and a realistic approach to what the future may hold.

The pension amounts you have already earned shall remain intact and be payable at your full retirement age and can not be reduced in either Yellow or Red Zones.

The Trustees, like each of the participants, wants our pension plans to be prosperous and in a position to improve benefits in the future.

The Trustees will be challenged to become proactive under the current circumstances and will be dared to take action early in order to assure, to the extent possible, that the pension plans remain secure. The Trustees, like each of the participants, want our pension plans to be prosperous and in a position to improve benefits in the future. The only way to responsibly achieve this goal is to act now, in the face of the reality of the investment climate, to assure that the participants do not suffer what other pension plan participants have suffered. Please keep your eye on the mail box and carefully read all communications from your pension plan. I hope this article has been helpful in clearing up some of the rumors that have been going around and please go to your Local Union meetings and ask questions and get real answers. Rumors and misinformation does not do any of us any good.

Fraternally,
Doug Christopher
Business Manager/Secretary
Treasurer
District Council 16
The current times have placed many of our members in positions we have not seen for many years. The competitions for employment opportunities increase daily. With the decline in building and new construction and the continued raise in unemployment both our membership and our employers face a struggling environment. The question rises, how do we get through this while positioning ourselves for the eventual opportunities of recovery? I know that many members in all of our crafts are sacrificing by rotating their work hours and in so doing providing income for their brother and sister members. This practice isn’t new to most of us. Union members historically watch out for one another in slow times. I commend every glazier, painter, drywall finisher or floor coverer who understands the big picture and is sharing their hours and their work with other District Council 16 brothers and sisters.

As work dwindles our signatory employer partners feel the crunch as well. Their bid numbers are squeezed by financially strapped developers and competition from the non-union sector. With the assistance of our Market Recovery Programs we will compete, but the largest factor impacting the successful awards of work for our employers will always be us, their workforce. Now more than ever we must deliver daily supplying a High Performance/High Value result. We are the best tool they have to be able to sharpen their pencils and compete for the pool of work that is out there.

The Service Department is committed to preserving our market share in these trying times. We’ve recommitted our focus to jobsite visits and are closely watching for new projects to bring to the attention of our contractor bases. We’re monitoring public works projects as they comprise a significant percentage of the available projects, working hand in hand with our Organizing Department and District Council 16’s compliance arm, Work Preservation. This work is done while continuing our Council’s lobbying and political efforts. These efforts lead to Project Labor Agreements and working relationships with our allies in the enforcement world of the prevailing wage statute. These actions help to protect our standards while providing job opportunities for you, our membership and a distinct advantage for your employers.

As rank and file members you too share a responsibility in this fight. You must, as previously mentioned, work smart and hard daily. But you must also protect our standards by refusing to accept any wages or conditions outside our agreements. Any member who would seek to place themselves in a better position for work in this manner is in violation of our by-laws and the National Labor Relations Act makes it unlawful for any of your employers to ask you to change the conditions you work under. This practice is called “direct dealing” and typically happens when you are asked to work “on the side, or off the books”. It may also be as subtle as asking that you ignore requirements such as travel or overtime pay. As tempting as these may sound you should be aware that any such action is a serious violation of our contracts and our union’s rules. This unlawful practice deteriorates our established standards and damages our already taxed pension and health and welfare funds. Damage to these vital funds is not in the best interest of you, your family or your employer. I would ask that you assist my department in protecting these valued benefits. I have no doubt that if we all continue to watch out for one another we will weather this storm as we have so many before it. In solidarity,

Tim Davis
Director of Service
This 121,000 square foot Fresno Juvenile Delinquency Courts will serve as the justice facility for the Fresno Juvenile Delinquency Campus. The facility contains 4 courtrooms, judge’s chambers, 17 temporary holding cells, 7 elevators, and an inmate to courtroom transfer vestibule. The exterior uses plaster, composite metal panel, storefront and curtainwall window construction. The interior uses maple hardwood wall finishes throughout the courts and reception areas, with glass stair railings, and linear wood ceilings.

One of the best High Performance/High Value teams ever assembled, right here in Fresno

**Left to Right:** Members Nick Lindsay, Adam Olivo, Jeff Badgeley, Ramon Mejia, Estevan Santos, Ismael Garcia, Mike Coble, Gilbert Guttierrez, Jerry Vargas, John Chavez, Justin Cantu, Chris Smith, Jesus Lizarraga, Mike Campbell, Johnny Guttierrez, Tim Levesque
General Contractor R. Pedersen & Sons has been in business in the Fresno area since 1914, representing dependability and quality construction. Partnered with District Council 16 employers and members this is just another showcase of our finishing craft workers talent representing all District Council 16 crafts. During construction of this facility San Joaquin Valley Glass, DC Vient Inc, Harold W. Thompson and Broege Construction all continued to show why they continue to be the best in their business.
Welcome to Gala Kick-Off Family Barbeque, music & more.

Mark the date - June 6, 2009
It all starts at 9:00 am

Come early STAR hats & shirts to the first 500 members in the gate.

We are going to launch the STAR Program Year with a Gala Kick-Off Family Barbeque and Jazz Concert at the Alameda County Fairgrounds in Pleasanton, CA. The catered barbeque will be FREE. Entertainment by the Delta Wires, who were just named best Band of the Bay Area 2008 will be supplying the music and that also is FREE.

Face painting and clowns for the kids and take this opportunity to register your kids with the Kids-Safe program.

Finally, you will get the chance to hear a taste of the “Survival of the Fittest” concept from the author himself, Mr. Mark Breslin.

Make sure you and your family attend this Kick-Off event and give yourself the chance to win some of the great prizes in the raffle at the end of the day.

Here’s how to join the fun!!
All members and their families who would like to participate need to HURRY and call or visit your Local Union office to put your name on the sign-up sheet. Tickets are limited, but you want to make sure you sign-up and attend this huge event to find out all the information about the exciting new STAR Program.
It’s so Easy!!
Register for the upcoming classes on-line.

Go to www.dc16star.org or if you need help registering you may call Flora at 510-782-STAR or call or visit your Local Union office. Please review the entire website for information which will help you toward a better future.

Attention:
Due to the expected growth of the STAR Program we will be looking to add craft specific instructors. If you are interested or for more information please contact Paul Nahm at 510-785-8467.

STAR is the key to self-improvement and expanding your personal development. The STAR Program is based on the principal of High Performance/High Value. This is YOUR Program. The STAR Program is paid for by contributions from each of you through your collective bargaining agreements.

This means YOU. This means your level of training and certification. It means your ability to succeed in a competitive environment. When you are more productive, your employer is more competitive. The more competitive your employer is, the greater share of their market they can compete in. The larger their market share, the more employment opportunities for you and the more secure your future becomes. We are all connected in this venture.

Your first step into this new environment will be “Survival of the Fittest” training. This training, authored by Mark Breslin, will explain to you the big picture of High Performance/High Value.

Because of the crucial importance of this class, you must complete the 8-hour “Survival of the Fittest” class during the training year to be eligible for the STAR Awards Program coming in October of 2010.

AWARDS 2010
THE LIST OF PRIZES AND AWARDS FOR THE OCTOBER 2010 AWARDS GALA IS LIKE NOTHING DC 16 HAS EVER DONE. IN FACT, WE ARE PROUD TO SAY THAT WE INTEND TO TAKE STAR TO UNPRECENDENTED LEVELS. NEW PICKUP TRUCKS, HARLEY DAVIDSON MOTORCYCLES, BASS BOATS, SKI BOATS, BIG SCREEN TELEVISIONS, CASH AWARDS....

It’s so Easy!!
Register for the upcoming classes on-line.

Go to www.dc16star.org or if you need help registering you may call Flora at 510-782-STAR or call or visit your Local Union office. Please review the entire website for information which will help you toward a better future.

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Council News

District Council 16 Annual VAC Awards Banquet was held on February 21, 2009, with over 250 members in 2008 it has become the largest member participation so far. All members received a beautiful ring to go with the fantastic dinner and raffle prizes. Contact your Local Union office to find out how you can get involved and make a difference for your family and your District Council.

Shake’ Em up!!!

Above: After dinner, members hope their number will be called during the raffle. Top Right: For the 2nd straight year BM/ST Doug Christopher hands Anthony Nuanes his plaque for VAC Member of the Year. Anthony also received his choice of raffle prize (another big screen TV) for all his hard work. Right and Below: Members continue to celebrate through the night on another successful year for the VAC. Members are already working harder than ever to ensure 2009 will even be better.
Below: On February 6, 2009 the Coalition of Black Trade Unionist held their Annual Awards dinner at the Hilton Hotel in Oakland, CA. The CBTU acts as a fiercely independent voice of black workers within the trade union movement. More than 50 different international and national unions are represented in the CBTU. The IUPAT is well represented at this event with Executive General Vice President Ken Rigmaiden, District Council 16 Business Representative Carl Jones serving as President and Local 718 member Ray Horne serving as Recording Secretary. BM/ST Doug Christopher addressed the attendees honoring Business Representative Doug Yamamoto as Activist of the Year.

Below: Painters from District Council 16 and other Councils in the IUPAT swarmed all areas of Louisiana to participate in a celebration of Martin Luther King’s birthday. Part of the festivities were to donate time and labor to help the continuing efforts to rebuild areas struck by Hurricane Katrina.

Home Run!!
Glazier Orlando Diaz puts his talents to good use making sure the kids at Parkway Little League see all the candy through the new glass at the snack bar. Another example of the District Council VAC program.
Member Spotlight

A proud member of Painters and Tapers Local 83, Kerstin came into the Union in 2005 with many years of painting experience. Seeing the value in being Union trained she chose to enter as an apprentice and graduated to journeyman painter in 2006. She is an active member in Local 83 and is currently serving on the Executive Board as the Local’s Vice President. Employed by Kaiser Construction Services, she is kept busy working on their many facilities. Making home in Novato with her son Matt she is an active member of District Council 16 VAC working on various political campaigns or labor donations with always a great attitude and energy. Kerstin was also a volunteer on the first scholarship committee and had the pleasure of awarding 5 scholarships. With all of her dedication and hard work she truly exemplifies the High Performance / High Value of our membership.

Kerstin McConihe

Member Edgar Flores comes to us through a non-union company in which DC 16 has had a long ongoing labor dispute. Edgar had been a non-union floor layer for six years. Edgar joined Local 12 just under a year ago and is currently working with MCC Flooring. While being a member of Local 12, Edgar has exemplified an excellent work ethic, great attitude, promptness and diligence toward his duties. Edgar gets great reports from the instructors at the apprenticeship Training School and is becoming a High Performance / High Value Apprentice and Local 12 member. Edgar has been involved in the VAC and participated in the bus trip to Reno to help with the Presidential campaign for Barack Obama. Edgar is married to his lovely wife Carla in which they have two children, 4 year old daughter Rosa and one year old son Edgar JR. When Edgar is not working he and his wife enjoy cheering on Rosa at her soccer games and just spending time with the family.

Edgar Flores

This section is dedicated to all Brothers and Sisters
Member Spotlight

Brother Randy Rojas resides in Sacramento with his wife Suzanne of 15 years and their two sons Colby 13 years old and Hunter 7 years old. Brother Rojas is a proud member of Local 1237 for over 14 years. He is employed by Floor Covering Installers who has currently assigned him the responsibility as the Safety Coordinator on the CALSTRS project in West Sacramento. Brother Rojas demonstrates his leadership abilities as Foreman, Shop Stewart and as a mentor to apprentices. He has the ability to educate and obtain the highest level of performance from his co-workers whether it’s on the jobsite or at a Union meeting. Brother Rojas currently serves as the Locals Recording Secretary, Bylaws Committee Chairman and he also sits on the Sacramento JATC Disciplinary Board and is an active VAC member. In his spare time Randy serves on many Youth Groups and he coaches youth soccer and baseball. Brother Rojas is highly respected as a District Council 16 member as well as a craftsman and is one of many examples of the High Performance/High Value member.

Local 718 is proud to acknowledge Mike Carignani for his contributions, dedication and value to our Union and the glazing trade. Mike has been a member of Local 718 since 1985 when he joined as an apprentice. He completed his apprenticeship in 1989 and has worked as a journeyman and leadman glazier. He currently serves as the Service Coordinator at Progress Glass supervising a crew that varies from 18-35 members. The majority of work he supervises covers high rise office buildings in downtown San Francisco. Mike is married to his lovely wife Janet in which they have two children, son Nicholas and daughter Holland. He has completed certifications in CPR/First Aid, fork lift training, lift training, fall protection, scaffolding, scissors lift, and OSHA 30. To continue training, improve job skills and not being complacent are things he emphasizes. Mike places value in and abides by the terms of our collective bargaining agreement. Thank you Mike your dedication is appreciated.

who best exemplify “High Performance / High Value”
Training

Certification Dates:

In Hayward:

Saturday May 16, 2009  Class starts at 7:00 am  
OSHA 30-B (Rigging)

Saturday June 6, 2009  Class starts at 7:00 am  
OSHA 30-C

In Hayward:

Saturday May 30, 2009  Class starts at 7:00 am  
Boon lift, Scissor lift, Vertical mast fork lift and Telehandler lift training

Saturday June 27, 2009  Class starts at 7:00 am  
Boon lift, Scissor lift, Vertical mast fork lift and Telehandler lift training

Commitment to attend lift certification classes must be received one week in advance of the class date by calling Alice at:  
(510) 782-4232 ext. 327

Minimum class size will be 15 students. If the minimum class size is not met we will combine classes on a later date (For lift classes only).

Below: Apprentice Glaziers get the practice of resealing windows at the training center. The classroom below to the right is filled with instructors at the training center. It is the instructors turn to listen as Mark Breslin author of “Survival of the Fittest” gives his presentation. Get your opportunity to hear Mark when you sign up for the STAR Kick-Off event.
On March 30, 2009 the State Labor Commissioner issued an order of debarment against All Floors Commercial & Residential Flooring and company owner, Salvador Elias Perera, prohibiting them from bidding on or receiving any public works projects for three years. This debarment begins May 15, 2009.

District Council 16 has been investigating All Floors Commercial & Residential Flooring since 2002. Later that year we filed our first complaint at the Century Center Project in Santa Clara County for misclassification of workers. The City of San Jose, Office of Equality Assurance investigated and found that in fact they misclassified the workers and did not pay the proper prevailing wages. This cost the company $35,000 in wages to its employees.

From 2002 to 2008 we have filed multiple complaints on various projects, each having similar problems.

In early 2008 we filed another complaint on the Mountain View Library (first floor modification project). We asked the State Labor Commissioner to compare it to Marina Branch Library Project. The investigation revealed serious violations of the public works law, and clear intent of fraud against employees and the awarding bodies on two separate library projects, one in Santa Clara County and one in Monterey County. With the work done in 2007 and 2008, investigators uncovered evidence that All Floors Commercial & Residential Flooring willfully and fraudulently:

Failed to pay proper prevailing wage rates, misclassified workers, failed to pay travel and mileage reimbursements, falsified certified payroll records and falsely reported work hours of employees.

Also the investigation revealed that the contractor maintained two separate sets of books in which they falsely reported dates, hours and projects that employees worked on. In addition, the contractor routinely misclassified employees as lower paid laborers to avoid paying the higher wage. In some cases they were paid less than half the required prevailing wage for their true classification.

I am sure glad the State has finally caught this employer. This will help to create a level playing field for legitimate employers we represent.

Organizing Department Update:

With the construction industry being tremendously slow, we are seeing construction projects bidding at incredibly low prices. As you know we are utilizing the Market Recovery fund to its fullest. We have already secured this year 29,930 Glazier hours, 28,650 Painter hours and 16,025 Floor Covering hours. Already this year we have also organized 12 new contractors, 1 Floor Covering, 2 Glazing, 6 Painting & 3 Drywall contractors. We realize that every shop we organize translates into more job opportunities for our membership. As we move forward this year the union is going to have to stay more focused than ever. We need to continue to organize our non-union competition and dedicate ourselves to a High Performance/High Value work ethic.

Fraternally,

John Sherak
Director of Organizing
District Council 16
On March 16, 2009 the State Building and Construction Trades Council along with the California Labor Federation held their annual Legislative Conference in Sacramento. I along with hundreds of other Union representatives were given the opportunity to attend workshops relating to new legislation that either has a benefit for organized labor or a non-benefit so that we can be better prepared to battle it, when necessary.

We also had the opportunity to visit the very same people we worked hard for during the past years to get elected and to voice our concerns in Sacramento. I am very pleased to inform you, District Council 16 Delegates received a very warm welcome at the State Capital by many legislators that we have supported through the years.

The theme of this years conference as you can imagine revolved around the fact that we are in the worst economic times since the great depression and what we as leaders of labor can do to help. Some of the workshops that we attended were concentrated on getting this economy a jump start. One of the workshops was on the Federal Stimulus package that was just being released and signed by President Obama and how much money California was going to receive and where it was intended to go.

The Employee Free Choice Act (EFCA) was the hottest ticket in town. We attended workshops to get the latest updates and information, talked to our legislators about their support of the bill and then attended a rally in support of EFCA with hundreds of other members from different labor unions across the State. The very reason big business had spent over twenty million dollars during the election campaign to defeat this bill should tell you they didn’t spend the money to help us out. The Employee Free Choice Act is the most important proposal to improve labor law in over 70 years. Simply put, this is the best opportunity for working men and women to get ahead economically by uniting with co-workers to bargain with their employers for better benefits and wages. This piece of legislation amends certain provisions of the National Labor Relations Act to give working people the freedom to make their own decision about whether and how to form a Union. I would like to thank all of our members at District Council 16 for their continued hard work. You have already begun to show why the VAC program works here at the Council. By the coordinated effort throughout our Locals, we delivered over 700 letters to Senator Diane Feinstein asking her to support EFCA. It is extremely gratifying to know that when we all come together we can get anything done.

Fraternally,

Chris Christophersen
Director of Communications
District Council 16
These times we are living in now, to put it in some perspective, are extraordinary. We’re in the middle of a monumental financial meltdown that even the experts are at a loss to solve. I’ve witnessed numerous jobsites that have been shut down due to a sudden lack of funds to finish the job. Is there a silver lining to this dilemma? The short answer is maybe.

President Obama and Congress recently passed and enacted the Stimulus Bill which contains a tremendous amount of money earmarked to fix and upgrade roads, bridges, schools, green energy technology, hospitals, and other facets of our infrastructure. The bottom line is we the working folk need to get back to work so that we can pay our bills, purchase our groceries, vehicles and whatever else we need to get by day by day.

Another part of this equation is that our lawmakers (Congress) need desperately to regulate the markets and abandon the philosophy of “deregulation”. The geniuses that run Wall Street will always use everything at their disposal, legal or otherwise to make themselves the most money in the least amount of time without regard to who gets hurt while they accomplish their goals. This causes the term that we have all heard in recent years “Bubble Economics”. When the economy bursts, it puts a tremendous strain on our pension funds, health care costs, home mortgages and business operations. Congress needs to restore the rules that force Wall Street to engage in business practices that provides steady, sane, continuous growth in our markets.

I would like to say that these times that we live in are extraordinary indeed. We will all be defined to future generations by the actions that we take today. This is why elections are so important. I believe that this country made a historical decision in electing President Obama and your Union had a large part in this process. So again, thanks to all of you members out there who gave up your time off to help us achieve our goals.

Fraternally, Gene Hopkins

Dear Brother and Sisters:

I would like to start by saying thanks to all the Local 3 members who have participated in the (V.A.C.) Volunteer Activist Committee. There were a couple of projects that the Local took on and I am proud to say did a fantastic job. With times being how they are it is easy to just go home after work, but being a good union member with a sense of pride some of our members went to Lake View Elementary School in Oakland and painted the teachers lunch room which had not been painted in years. This was an area where teachers not only ate lunch and rested but taught children while on their break. The members did not stop there on another day we took the opportunity to read books to the pre-school, kindergarten, and first grade students in Oakland. The kids were really happy to see us. The Employee Free Choice Act you have been hearing about for some time is on the top of our political action list and we urge you to get involved. We demonstrated in front of a Rite Aid store in Oakland while other members demonstrated in front of a rite aid stores from here to San Jose because workers had voted to have a bargaining unit and the company refused. We need everybody’s help with this.

Our Market Recovery Program produced two jobs in the City of Oakland down in the Jack London Square area. George E. Masker, Inc and A& B Painting were doing work that would have gone to the non-union if it wasn’t for the Market Recovery Program. This program has produced hours for our members and is working well. Now is the time to take journeyman upgrade classes, get all your certificates up to date and learn what is new and up and coming in your trade. Consider this an opportunity to be ready when this turns around and you will be that much more valuable and continue to strive toward our High Performance/ High Value goal. See you at the next union meeting.

Fraternally,

Carl Jones
Business Representative
District Council 16
Hello Members:

With the contract for the Painters and allocations for the Tapers, it’s decision time. At our Local 83 meetings we have been talking about the importance of investing in our industry with the Market Recovery, STARS Program and strengthening our Local financially. These programs are tools to move toward our goals of High Performance / High Value. The Painters have had great success with the Market Recovery Program getting projects that we would usually have lost to the non-union. By increasing the amount allocated to Market Recovery we can create more hours for our members. Tapers need to think ahead and support and implement their own Market Recovery Program. The STARS Program is a rewards based training and safety program that will help us to stay ahead of our competition and create a better trained, safer work force in an environment that will keep us number one in the industry.

We must invest in our Local Union by conforming to the IUPAT Constitution and make our dues check-off a percentage of wages. We still struggle each month to pay our bills with the increases in every day costs, with an increase in dues check-off we would lower the over the counter dues, get back a percentage of the check-off dues to the Local Union. So make sure you are at the Local 83 meetings to give your thoughts and ideas and to support these important programs.

Congratulations to the members of Local 83 who attended the VAC dinner in February. A special thanks to Painters Bruce Bonnett, Kerstin McConihe, Apprentice Daniel Brown, Chuck Stornetta of Local 83 and Marcos and Xiomara Martinez, of Local 913 and Local 12 members for donating their time on a VAC event repainting and reflooring the operating room at Palm Drive Hospital in Sebastopol. This is what D.C. 16 is all about, working together for the good of the community.

Fraternally,

Les Proteau
Business Rep. DC 16 Local 83

Every five years, our Union elects delegates at every Local Union in the United States and Canada to send to meet with one another at our General Convention and take stock of the progress we have made and the work that is yet to be done. These delegates will democratically work together to write new rules and changes to old rules in our governing document the “Constitution of the International Union of Painters and Allied Trades”.

When the General Convention is in session, it is the supreme authority of this great Union. It has all of the sovereign powers of the Union, whether the matter before it is legislative, executive, administrative or judicial. This body will hear appeals of matters decided by lesser bodies over the last five years and render final decisions in these matters.

This body will hear the vision propounded by the leadership of the Union and decide our course over the next five years. This body will decide exactly who the leadership of this great Union will be for the next five years. Glaziers Local 169 has already conducted the delegate nominations at a special called meeting in April and the elections will be held in May.

The success of this Convention is a very important responsibility for each Local to shoulder. Make certain that your Local Union elects the delegates that best represent you. Work hard and work safe and we’ll see you at the next union meeting.
Hello Brothers & Sisters:

I would like to start off talking this month about the STAR Program. Well we have a date for the initial kick-off event for the STAR Program and that date is June 6, 2009 at the Alameda Fairgrounds. There are no prerequisites for this event however the official STAR training year will begin July 1, 2009 through June 30, 2010 and as mentioned before, take advantage of the training opportunities that are at hand, you will only make yourself that much more valuable out in the field.

Now, let’s talk Trust Funds, more importantly the Pension Plan. I know that the members have been inundated with information regarding the Pension Plan. The main thing is that if anyone has a question, please contact me I will be more than happy to talk to you. We want to keep our members informed, with the correct information, not rumors and innuendos that occur out on the jobsites. Come to the Local meetings this is where you as members should be getting your information.

At the Monterey / Santa Cruz Building Trades Council, we have for the first time a CEO that is in charge of liaison with many of the agencies around our Bay. His name is Ron Chessire, a retired Carpenter who is well qualified to deal with the different entities on both sides of the Bay.

Membership is looking at a slowdown in hours, if you are laid off, stop by or call the hall so I know who is out of work. Especially apprentices, you have the opportunity to be dispatched to non-union contractors working public works. By doing this you are helping yourself by assisting us in getting information like the amount of people working for that contractor or hours worked. This helps us find out if that contractor is legitimate or cheating and taking jobs away from our good signatory shops. So please stay in contact, we are here for you, the member.

Fraternally,

John Papa
Business Representative

Brothers and Sisters:

At the writing of this article, we have just completed the Bob Rash retirement dinner. From the feedback I am getting, it seems everybody had a good time. I would again like to thank everybody who supported and/or attended the dinner, without you, it would not have been the good time that it was. Bob called me and wanted me to express his gratitude! He had a great time.

At our recent regular Union meeting we had two separate special call meetings, one was to accept the Glaziers dues structure which was unanimously passed by the members. The other was to receive nominations for Vice President, Financial Secretary and Trustee. The winners were; Vice President Steve Ritchie and Financial Secretary Pete Garcia. Both are long time members of Local Union 294, Francisco Salinas won the trustee position and although he is new to Local 294, He is not new to the Union he was a member of Local 169 and came over in the recent merger of the Fresno area Glaziers into Local 294. I would like to congratulate each one of these members on their election and thank them in advance for stepping up and getting active.

In a recent VAC activity, 9 members of Local 294 recently hit the streets of Fresno and sold newspapers to raise money for Children Hospital of California, we reached our goal of $200.00. There are also several other members who are involved in another VAC event, writing letters to Senator Feinstein asking her to support the Employee Free Choice Act. There will be more activities scheduled in the upcoming months for everybody to get involved in. In closing, I would like to remind you to attend the regular Union Meetings the first Tuesday of every month at 5:30 p.m., and to work hard, work smart and work safe. Those are just three of the keys to High Performance / High Value.

Fraternally,

Jeff Roberts
Business Representative

District Council 16
Local Union News

Dear Brothers and Sisters:

I hope to find you well. Let me take this opportunity to remind you of two very important events taking place this year. One of them is the negotiations of a new Painters Master Agreement. Our current Agreement expires on June 30, 2009. This is the time for all Painters to bring their expectations, suggestions and input to the Local. This is the time to attend your Local meetings. All too often, by not being informed, many of you wish to renegotiate the Agreement at the ratification vote. Please attend the meetings or at least call me with your concerns and any input that you may have.

The second important event is the Drywall Finishers wage allocation. This brings up recent Local Union meeting discussions of implementing two important new programs, STARS and Market Recovery. The discussion, while being in a short venue of Finishers, was not what I expected.

The Market Recovery Program for all other crafts has been remarkable in the thousands of hours of generated work for our members. The Drywall Finishers are the last piece of the puzzle. This program has 100% accountability, to quote the old term you hear from many General Contractors “We are the purse strings”. This program has a proven track record and secures work in environments that we would not otherwise secure. Can you imagine not having the use of mechanical tools and still trying to be competitive, let’s try and increase our competitive edge in the industry. And in these economic times, we need every advantage we can get to secure work for our members. Let’s get progressive.

In closing, let me thank all of you who participate and give your time to promote working people.

Fraternally,

Haden Blaylock
Regional Director
District Council 16

Brothers and Sisters:

We have completed our Journeyman Painter Upgrade Training for the 2009 winter cycle and I am very proud to report that we sent out over 100 CPR and First Aid Cards to participating Journeyman Painters. I continue to be impressed by the knowledge and dedication of our instructors and just as impressive is the participation of our members.

On June 6, 2009 at the Alameda County Fairgrounds, District Council 16 will kick off the STARS Training Program which includes incentives and rewards for your involvement in STARS sponsored training. In my opinion Business Manager/Secretary Treasurer Doug Christopher is right on time in the launching of this innovative and progressive program. As we approach the end of the current Painters Contract we need to understand the value that continuing to improve and upgrade ourselves has not only been a benefit to us as craft workers but to the Contractors who employ us and the General Contractors, Owners and End Users they service. Make sure you make an effort to attend Painter Contract Meetings as they are scheduled, an informed and supportive membership will insure a positive negotiations outcome.

Congratulations are in order for Brother Otto Severn who has been a member of the IUPAT for fifty consecutive years. Local 487 will be proudly presenting Brother Severn with his Gold Member Plaque, Watch and Honorary Gold Card. On behalf of all of our members, I would like to express to Brother Otto Severn our sincerest appreciative thoughts and gratitude for your dedication to our organization.

Fraternally,

Steven L. Caster
Business Representative
District Council 16
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’s already that time of year for the Local 507 Picnic! We will be having another wonderful time at Coyote Ranch. Check your mail for the date. It will be around the middle of September and sign-ups will be three weeks before the event.

Local 507 is currently looking for an outstanding member to step forward and become the VAC coordinator. We are looking for an outgoing young hearted member who believes that union involvement is the way to our growing future. The coordinator will be calling for volunteers and arranging the events. Local 507 is really starting to get involved in the community. VAC members who do three events a year get a Custom Black Hard Hat and the right to get invited to the annual VAC Dinner. Members also get to direct future events for the VAC.

District Council 16 STAR Program is here and we must get trained and become High Performance/High Value. Let us all make the changes necessary to increase our productivity and performance to make our Brothers, our employers, and ourselves a brighter future. The changes that we all make now will increase our market and market share allowing for future increases in hours and conditions. The current economic times are not good. You work hard and deserve all your pay from your hourly wage to your travel time and parking. Please keep your hours in a daily log, a job journal, or a calendar. Now is the time to protect yourself and all Union members by standing up for your rights and contract. If you have any questions or problems you must and should call your Local Business Representative to get them fixed.

We are interested in bringing Local 507 good news to all other local members. For any good news you would wish to have printed in the next issue of the Pride, please contact the office with all pertinent information.

James Hewett
Regional Director
District Council 16

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, 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.

I would also 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, Regional Director

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Todd Koch, Regional Director
Dear Brothers & Sisters:

The annual Volunteer Activist Committee Awards dinner was held February 21, 2009 and was a great success. All V.A.C. members that attended received a ring, dinner and a chance at some big prizes through the raffle. Congratulations to one of our Local Union members, Francisco Fallon who won the Grand prize, a 55” high definition television. To qualify for next year’s awards dinner you have to participate in three V.A.C. events this year call the hall and ask how to get involved.

The Local Union needs to keep the out of work list up to date monthly. If you are out of work, call or drop by the office in the first week of the month. Our condolences to the families of members Paul Russell a 54-year member and Jeffrey Snow a 45-year member of Local Union 741 our thoughts and prayers are with you.

I retired April 1, 2009. I want to thank you, the membership for giving me the opportunity and trusting me to represent you these last 14 years. I especially want to thank the Local Union Executive Board for their support. I would like to announce that Richard Kennessy has taken over the responsibility of servicing the membership and I hope you will give him the same support you have given me.

Thanks again,
Elmer Kennesssey
Retired & Happy

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There is a fact about Unions that many Americans and even Union members may not realize. And that fact is that it is the right of all workers employed in this country to form and have a Union in their place of work.

Which brings us to the reason Union people are pushing so hard for passage of the “Employee Free Choice Act”. I have been involved personally in literally hundreds of Union organizing drives and I’ve not been in a single one in which the employer didn’t break the law, sometimes not on purpose but that didn’t make it right just the same. Employer advocacy groups are all saying that it takes away the rights of workers to a “free election”.

The problem with this argument is that those rights are stolen by employers the minute that they find out that employees are trying to form a Union. As I said above, I’ve personally seen hundreds of instances where those rights have been stolen in 100% of the cases that I’ve been involved in.

The difference between the Employee Free Choice Act in which workers will finally be allowed under the law to bargain with employers after signing a majority of representation cards is that instead of the employer forcing the employees to seek an election the employees will finally have a real choice about whether to seek bargaining rights after signing representation cards or the employees themselves will still have the right to seek an election. That’s an important fact, so let me repeat; the employees will still have the right so seek an election. Unlike the lies that employer groups have been spreading, “that the act will remove employees right to an election”, just the opposite is true. Please check the facts, look up the E.F.C.A. online and the text is there in plain, unbiased English.

Lastly to Doug Yamamoto, happy, happy retirement. If anyone earned it it was you brother. Everyone work safe, and watch out for your Brother and Sisters.

Dan Angel
Business Representative
L.U.718 - D.C. 16
Dear Brothers and Sisters:

It is most unfortunate that we are still reporting on how bad the economy and the work outlook continues to be. As we muddle through this mess, we have to ask ourselves - what have I done to try and make it better for me? When was the last upgrade class I attended. We have offered upgrade classes that have had good response and I would like to take the time and say thank you to the members of 767 who have always had good participation in training, but I know there are members out there who continue to pass on the opportunities.

I would also add that in the near future the STAR Program will be up and running and offering you more opportunities to become a stronger more valuable Union member.

Congratulations to Jim Shaw and Ryan Canut. These two members were winners at the first annual Glass Management Awards. Their employers recognize their value and submitted their names as top performers for their companies. Jim is a long time member who just retired and Ryan is a first year apprentice and they both understand the importance of High Performance/High Value.

When we are out on a picket line we are often asked “What are we going to do about the two gate? Just because a job has been dual gated doesn’t change the conditions of having a non-union shop on site. That shop is still taking our hours. On public work projects that shop is still supposedly working for wages we fight for and not providing the benefits we pay for. So the next time you see the pickets up on a two gated job come over and show your support and honor that picket line.

The VAC activities are already up from last year. With the Employment Free Choice Act being number one on the list, members are doing what they can to win support for this important legislation. We are also involved with charity help and Union promotion, so don’t be afraid to raise your hand, we can always use your help.

Daniel Belau

Greetings to all Members:

Despite the hardship which this economy has placed on many of our members, I hope this letter finds you well. Please be advised that whenever I hear of jobs/projects on the horizon, I will update members whose names appear on the available for work list.

I also would like to apprise the members of some important telephone numbers located on the reverse side of the dues card. Call 800-922-9902 (Trust Fund) with questions concerning annuity or pension issues; 800-877-4444 (Credit Union) with questions about vacation monies; 510-785-8467 (Apprenticeship Office) with questions regarding an apprentice status, school schedules, etc. Please utilize these numbers prior to contacting Local Union 913 with your questions.

Also remember whenever you switch employers, it is incumbent upon you to make certain that a referral is sent to your new employer from Local 913. Failure to do so could constitute a fine to the member. From Article XVIII, of the Bylaws, “each member shall be responsible to comply with the referral system procedures and must secure a work referral from the Local Union prior to com-mencing work for any signatory employer. Members failing to comply with these procedures shall be assessed a twenty-five dollar ($25.00) fine.” Additionally, if you are scheduled to work overtime, please ensure that your employer submits an overtime permit, to Local Union 913, for approval. This process keeps the Local apprised of workloads and ensures that the employer is paying the member at the applicable overtime rate. Make certain that you retain yours as a record of hours worked.

Finally, I will close with a quote from Abraham Lincoln:

America will never be destroyed from the outside. If we falter and lose our freedoms, it will be because we destroyed ourselves.”

James Ruigomez
Business Representative
District Council 16
Dear Members:

Can you believe it is already April, and we will be just getting started negotiating with the City of San Francisco and the preliminary meetings are not looking good. We all know how the times are tough now and the city is no different. They are laying off Painters as we speak. I will keep all of you up to date as we meet and as I get more information. We have also started negotiations with the Golden Gate Bridge Painters and all the crafts are meeting together to discuss how we would like to handle negotiations. Kevin Milliken who is the shop steward for the Painters and I will keep you informed of the negotiations.

Also negotiations will begin with the San Francisco Unified School District and Lloyd Gaines who is the shop steward in that department will be in the negotiation sessions with me and he also will be able to inform you of the progress. Negotiations will also begin with Delta Sandblasting, Aaron’s Body Shop and I will be coming by to talk with the members on those sites.

I have already sent an opening letter to the City of Sacramento to reopen the current Memorandum of Understanding that will expire on Oct. 2010. Because of financial difficulties in the current budget, I will be talking with your shop steward and discuss with him if we all should meet to discuss the current situation or an alternative plan. I will keep you informed.

Just a reminder to all the members that are laid-off please contact the Local office. We will explain how the unemployment dues work so you will not go suspended. Don’t forget our Union meetings are on the third Tuesday of each month in Oakland at 5:30 p.m. Please try to attend and I am happy to report that we have been getting a good turnout of members lately.

Fraternally,

Jose Santana
Business Representative
District Council 16

For those of you who have not attended the last couple of Local Union Meetings, members have inquired as to how the “Locals Member Benefit and Defense Funds” are utilized and how it can assist the membership. One of the functions of the fund is to aid Local 1237 members who are in need of dues assistance. You may be qualified for dues assistance should you meet the eligibility rules which are as follows: to be eligible you must be in good standing with the Local, you would have paid into the fund for a minimum of twelve (12) months. Any member who can not work due to illness or disability for a period of not less than thirty (30) days or who becomes unemployed through no fault of their own for a period of not less than ninety (90) days shall have their basic monthly dues paid. Eligibility claims must be filed in writing on a monthly basis. The eligibility of all claims shall be determined by the Executive Board of Local 1237. If you have questions regarding eligibility give us a call at (916) 393-2742 so we can assist you.

Recently the District Council 16 Staff has created more work for Local 1237 members by turning the Floor Covering on the CSUS Dorms project. The non-union contractor has been replaced by Floor Covering Installers signatory to District Council 16. There are over 20,000 yards of carpet, 60,000 ft. of base as well as VCT and vinyl. With your help by reporting on projects we have the opportunity to turn more projects and create additional work for all our crafts.

Local 1237 is participating in a slow pitch softball league, the team’s manager is Brother Hector Luera and all the games will be played at the Watt Ave. Softball Complex on Friday evenings. Brother Luera will be reporting at the Local meetings of the team’s progress through the season. If you have a free Friday evening come out and support the team, it should be an entertaining evening.

Vince Echeverria
Regional Director
District Council 16
Dear Members:

Here at Local 1621 we have been very busy working on the goals we set for ourselves at the beginning of the year. Our Voluntary Activist Committee or VAC has assisted Madison Nguyen win her fight against the recall election in District 7 in the city of San Jose. Madison has been a champion for labor and has fought for us at the City Hall level her entire career. The local VAC has also helped a fellow Brother who recently had major heart surgery. Some of our Local members moved his family and their belongings to a new home where he can start his recovery and get back to his best.

On March 14th the Local had a Spring Fever Celebration Dinner Dance. A great time was had by all! The highlight of the evening was Honoring Brother George Ewing for his fifty years of membership and service to our Local. He was awarded a gold watch and his fifty year pin. Other recipients present and given their awards were as follows: 30 year pins - Henry Bazzano, David Houston, Stephen Huckaby and Kevin Tucker. 25 year pin - Brother Glen Howell.

We are interested in your feedback – Would you prefer a Holiday Party dinner in the month of December, or would you like to have the Dinner in the first few months of the year, like we just did. Please go to our website www.iupatlocal1621.org – click on the ASK STEVE forum and vote for your preference!

Mark your calendars for Saturday, August 22, 2009 Our Annual Summer Picnic!

Once again we will be inviting our members and their immediate families to challenge the wet and wild attractions at Raging Waters. So come and enjoy some great food and good times with the whole family. There will also be a raffle with some excellent prizes.

Fraternally,

Stephen Huckaby
Business Representative
District Council 16

Barry G. Delfino
40 Year member of the IUPAT

The members of Local Union 741 and the membership at District Council 16 would like to congratulate member Barry Delfino. In February’s monthly membership meeting Barry was presented with his 40 year membership pin with the IUPAT. Barry resides in Martinez, CA with his wife Laura of 26 years and their children Geno and Lenora. Barry whom is currently working for Jerry Thompson & Sons is planning his retirement for later this year. We all would like to thank Barry for his commitment to his Local Union and District Council and we all wish him well.
New signatory contractor BAM-INK shows off their custom chopper at the River Run bike show in Laughlin NV. Owner Rick Bedford and Mike Brescia display the District Council banner proudly as they display their unique design of the only interchangeable body kits for motorcycles. Bam-Ink is located in Castro Valley, CA and you can contact Rick at (510) 909-1998.