



The Pride

May - July 2010

The Home of High Performance / High Value Finishing Craft Workers





The John Muir Hospital, Concord Facility project is one which has many of our members employed. Between this facility, and the one in Walnut Creek, John Muir Hospital is expanding and provides an opportunity for our members to showcase their High Performance/High Value skills.



Inside the PRIDE

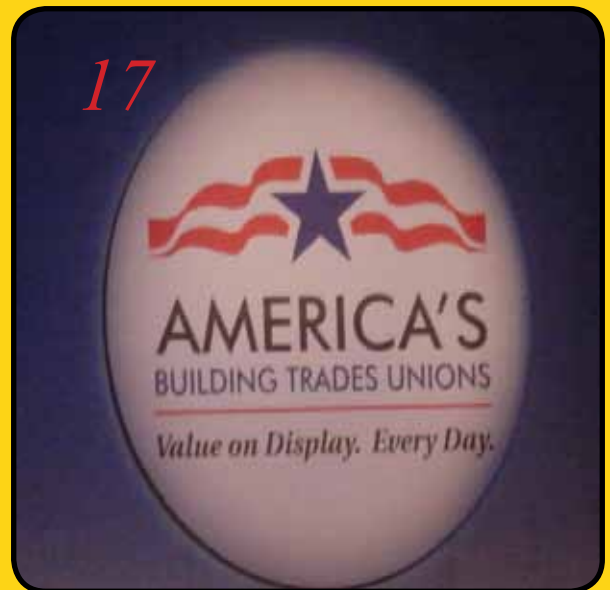


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HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



Doug Christopher
Business Manager, Secretary, Treasurer
District Council 16

It is my sincere hope that this newsletter finds each of you and your families doing well. Unfortunately, I know that for many of you that is not the case. The current state of the economy in the United States and California and the corresponding lack of work opportunities for our members and employers have many of us very concerned about our current economic situations and our futures within the construction industry. As far as work goes, 2009 was a tough year for many of us. So far in 2010, our work opportunities

continue to decline. Many of our members and our employers are becoming increasingly anxious about the human toll and sacrifices that they and their families are suffering. As the leader of District Council 16, trying to figure out what can be done to help these members who are suffering the burden of the current economic crisis is what keeps me up at night.

The enormous economic stress our members are going through can only be cured by increasing the hours which are available for them to work. The enormous economic stress our employers are going through can only be cured by increasing the number of projects they are able to successfully capture. The financial pressure on our Health & Welfare Funds and our Pension Funds can also be relieved by an increase in the number of projects our employers capture and the corresponding increase in the hours worked by our members. These objectives can both be achieved, but success comes at a price in capital and human resources.

Thanks to the support of our membership District Council 16 has become financially sound over the past years and we should all be very proud of our financial position.

As the leader of District Council 16, trying to figure out what can be done to help these members who are suffering the burden of the current economic crisis is what keeps me up at night.

However, our financial soundness was not sought with the goal in mind of simply having a certain amount of money in the bank as a measure of our success. District Council 16 set out to create a financial infrastructure that would allow us to meet our organizational goals and allow us to serve our members interests especially when facing down turns in the economy when it is most important. In other words,

we were saving for a rainy day. Well, it's raining out there and this is no time to be sitting on our assets waiting for the economy to turn around all by itself and put us back to work.

After 21 years as a full time union representative I have come to realize that down turns in the economy present us with unique opportunities. I am thankful that District Council 16 has the financial resources to take advantage of these opportunities when they arise. I know there is nothing District Council 16 can do to change the economy and I know that there is no magic answer that will suddenly turn things around for our members or our employers. I also know that our members do not need District Council 16 to cut back on our efforts and simply try to survive this economy. As your Business Manager/Secretary-Treasurer, I am the steward of the Union's treasury. It is my duty to deploy the Union's assets on behalf of the membership. I am more focused and determined than ever before to make sure that the entire staff of District Council 16 is seeking out and acting on every potential opportunity to provide work for our members and making sure that the necessary assets are provided to ensure success.

As I ponder all these facts I keep coming back to the realization that District Council 16 has regularly demonstrated quantifiable results stemming from our organizing efforts as well as our Market Recovery Programs. Combined, these two programs produced over 1,250,000 additional hours of work for our members and employers last year alone.

District Council 16 has regularly demonstrated quantifiable results stemming from our Organizing efforts as well as our Market Recovery Programs.

There were many more hours gained by our members last year that were attributable to District Council 16's many other efforts. Those efforts included turning many jobs around through our aggressive picketing activity, exercising our political clout and supporting and executing Project Labor Agreements just to name a few things. All together, District Council 16's strategies have had a positive effect on bid outcomes for our employers and have increased work hours available to our members.

District Council 16 needs to stay focused on what we know works and work even harder on executing our proven strategies that result in more work hours for our members.

Given the current economy and the pressure that this economy is putting on our members, District Council 16 needs to stay focused on what we know works and work even harder on executing our proven strategies that result in more work hours for our members. We owe it to our members to deploy every asset at our disposal to help mitigate the profound effects that this economy is having on them and their families. This is my commitment to you as your Business Manager/Secretary-Treasurer of District Council 16.

Fraternally,

Doug Christopher
Business Manager/Secretary-Treasurer
District Council 16

Director of Service



Tim Davis

Well what do you know- there is a light at the end of the tunnel! As many of us have learned in Mark Breslin's "Survival of the Fittest" "workshops, our industries can soon expect a gradual exodus of the "Baby Boomers" (that's a nice phrase for "Old Guys") working in our various crafts to retirement. This will inevitably change the face of our Union with new blood, opportunities and growth. This "old guy" is getting out of the way this summer but while on my way out I'd like to leave with some thoughts.

I know that many of our members reading this newsletter have enjoyed an abundance of work and employment for a large portion of their careers. Times have been good for quite some time. Having worked within the finishing trades for all of my working life I am confident that times will be good again. It is with that hope that I offer this to those who now are

struggling or who may have not been around quite as long as I. Building needs will grow again, and our readiness to learn, improve our skills and compete will be major factors in just how good things can be when that growth occurs. I don't make this assertion based on anything but an experienced viewpoint. After nearly forty years you realize that our industries are cyclical and that they rise and fall with the California economy. California's economy in itself is the eleventh largest economy in the world (not just our country, but the world). Inevitably our State will recover, and it has been said that "as California goes, so goes our nation". I can testify that there were good and bad years in the 70's, 80's and certainly the 90's and now in the "00's". Yes, today's challenges are as difficult and perhaps even more than any we have faced. However, I know that District Council 16 is aggressively Organizing for the next upturn and remains committed to helping our signatory partners compete for all work available. As your Business Manager has promised, his leadership team will strive to do everything in their power to find ways to help our membership ride these times out.

You the workforce have the most necessary piece in making sure that our Union and our good contractor partners are prepared for the next few years. As a membership now is the time to make a commitment

to staying at the top of the game by taking advantage of all upgrade training and the benefits of our newly created STAR program. Those of you who can improve STAR or offer new input and ideas to these programs by sharing your skill and experience should consider doing so and every Journey person should commit to making our apprentices the best that they can be. These young men and women are the future and in them resides our only chance for growth and survival. If we all pursue and maintain "High Performance/ High Value", I believe that the "light at the tunnel's end" will continue shining for us all.

As I enter into retirement I'd like to offer a heartfelt "thank you" to everyone in our Council's leadership and Membership who have made my working experience here and in the field such a rewarding and enjoyable experience.

Tim Davis
Director of Service



Thanks Tim for your Dedication to District Council 16.

Training



Paul Nahm

It is with utmost sympathy and respect we wish to inform the membership of the passing of our own Paul Nahm. Most recently Paul was the Executive Director of the District Council 16 STAR Program as well as the Operations Director of our Apprentice Training Program. Paul tirelessly championed improving the knowledge, skills and status of all apprentices so

they would develop into the most highly valued journeypersons possible. Prior to that, he was the Training Director of the Painting and Decorating Joint Apprenticeship Training Committee of the East Bay, covering all of Northern California and parts of Nevada. While he was the Training Director the Painter and Taper Apprenticeship program doubled in size. As a result he moved from a small facility to a 50,000 square foot facility for zero-rent.

Born July 1st 1949, Paul graduated from St. Elizabeth's High School in 1967, and then served in The United States Marine Corps from 1967-1973, as a scout-sniper. He was always totally committed to his community. Paul devoted more than 35 years of his life to community and public service. Some of these include; San Leandro City Commissioner, Chairing the City's Parks & Recreation, Historical, and Library-Historical Commissions; Chairman of the San Leandro Redevelopment Committee; Associated Homeowners, and many other Committees and

Boards.

Paul was a 17-year employee of the Alameda Naval Air Station. He was Vice-President of the International Federation of Professional and Technical Engineers. When closure was inevitable, he left Federal service and worked for the County to ensure fair treatment and assistance to workers losing their jobs. After that he became Executive Director of the Oakland Base Reuse Authority (OBRA) where he oversaw the closure of all of Oakland's Military Bases and Commands. In 1999, the Office of the Secretary of Defense recognized them for Excellence.

Paul was an imposing and powerful presence, yet everyone who knew him saw him as a very kind person to all he encountered. He was very generous to friends and neighbors. Paul will be missed by his colleagues here at District Council 16, by all of the various Community Organizations, and especially by his loving wife Trina. May he rest in Peace.

Organizers Training: An Organizing "Boot Camp" was held at DC-36 in Southern California. Members and Organizers from three Western States District Councils were in attendance.



(Left) Working as a team on Organizing plans. (right) The final day at which the plans are delivered and graded.



Member Spotlight



Kevin Tucker

Kevin has been a member of Local 1621 for thirty-two years. He began his Glazing career in 1978 working for

West Coast Glass. Over the years he worked for several employers. He moved from Journeyman, to Leadman, to Foreman.

He has mentored many an apprentice and always took the time to explain and teach others how to do things right the first time, exemplifying High Performance/High Value throughout his career. He retired two years ago, but has continued to play an active role in our local.

Kevin has been serving on Local 1621's Executive Board for 17 years. He held several offices during his tenure on the board and has served as the Local's Financial Secretary for the last five years. Even though he is retired, he has continued to serve and set an example to all of our members. From participating in VAC's, working on local committee's, volunteering, and active participation in our meetings, Kevin has been a valuable individual and a great asset to Local 1621.



Dave Bradfield

Local Union 12 would like to congratulate Dave Bradfield for making the Member profile in this issue of The Pride. After serving six years active duty in the United

States Army, Dave decided he wanted to try out the Floor Covering industry. Dave started his apprenticeship back in 1996 where he worked for Floor Trends Inc. He is presently employed by Hoem and Associates, another one of District Council 16's premier floor covering shops. Dave is well versed in every aspect of the floor covering industry. He is a certified Master Mechanic in Forbo and Armstrong. He also attended the Nora class, LMCI Supervisor Training Program and has O.S.H.A. training in his resume. Dave

exemplifies the High Performance/High Value standards that District Council 16 is known for. He is an active member of the VAC, who participates in our events when called upon.

Dave enjoys spending time with his wife Dawn, daughter Valerie who is a freshman at Sequoia H.S. and son Ryan who is presently serving active duty in the United States Marine Corps. Dave, keep up the good work and continued success in every endeavor you strive towards.

This section is dedicated to all Brothers and Sisters



Alex Beltran

Alex Beltran started with Glaziers Local 767 in 1996. Alex has always held training in high regard. He attended a welding class at American

River College prior to the development of the DC-16 welding program. Before turning out as Journeyman, Alex ran some projects, and soon after became a Foreman. In 2008 Alex started as an instructor for the Glaziers apprenticeship program and in 2009 became the lead instructor. Recently, Alex became one of two members in the IUPAT who are Certified Welding Inspectors. Other credentials he holds include; OSHA 500, Rigging and Hoisting, Respirator, and First Aid-CPR, to name a few.

As an apprentice Alex held

his first job on the Local Executive Board. He has been on many committees, and was elected to attend the 30th General Convention. He is currently 767's Recording Secretary and is a delegate to District Council 16.

Alex has a wife and two children. He is active in coaching youth sports, primarily football and baseball. His involvement in the community has resulted in many VAC's. When we talk about "High Performance/High Value", Alex Beltran is one of the first people who come to mind.



Tony Sabatino

Antonio Sabatino was born in the Napoli area of Italy. He moved to the Watsonville area in 1968, and he

joined the old Local 1026 in Santa Cruz. Tony is the epitome of what District Council 16 is all about, "High Performance/High Value". Tony is not only a painter by trade, but is equally adept at finishing drywall and also as a paperhanger. He is the type of person who will take the time to show someone how to do a job properly. In his forty plus years that Tony has been a member of Local 272, he has been very active having served as an elected official with the Local. He has worked as a judge or

teller in the past District Council elections and coordinator for the Local Christmas parties. He is a gregarious outspoken person who is always there with a smile and a "good morning" or more than likely a "boun giorno". It is unheard of for Tony to make harsh comments about others. When asked about retirement, the answer is always the same, "why, what am I going to do if I retire, I enjoy going to work every day". In his off time Tony likes to collect and restore vintage cars.

who best exemplify "High Performance / High Value"



**District Council 16 Members
working in San Francisco at the
Presidio Landmark Project.**



The Presidio Landmark will open in the heart of San Francisco in Summer 2010. Located on the former Army post, and now a national park site, the project consists of two unique buildings. The Presidio Landmark is an adaptive reuse of a six-story, 220,000 square foot historic building - the largest historic landmark in the park. This building and its surrounding grounds are being rehabilitated into 154 high-end rental apartments, ranging from 400 to 1,500 square feet.



The apartment community will offer residents a unique combination of history, natural beauty and breathtaking views of the city, ocean and park. In keeping with its natural setting, the Presidio Landmark will be eco-friendly, seeking the Leadership in Energy and Environment Design (LEED) Gold certification by the U.S. Green Building Council.

Forest City has a long-term lease on the Presidio Landmark and Townhomes, which are owned by the Presidio Trust. The Presidio Trust manages the 1,500-acre Presidio of San Francisco and its conversion from military post to park.



This project is being done Union with all of our crafts, and has provided many hours for our members.



Council News

We are pleased to announce our new signatory partner Jangho Curtain Wall. They recently opened an office in South San Francisco, and are currently looking to bid some large curtain wall projects using our Glaziers. Ethan Li and his staff are hard at work establishing the company here, as well as in Canada, and South America. Jangho Curtain Wall Co., Ltd. was established in 1999 and is now a leading figure in the field of integrated curtain wall solutions in China. The company integrates R&D, engineering design, precise manufacturing, installation and construction,



(Below) The Sands-Singapore
(Above) Gateway-Dubai
(Left) Infinity-Dubai



consultation and exportation of structural curtain wall products. Jangho Curtain Wall is a structural curtain wall enterprise with the fastest growth rate and the highest market share in the Chinese curtain wall market. It is also one of the most competitive professional curtain wall enterprises with the best technology and most competitive advantages in the field of international structural curtain walls.



Heather Himenes receives a donation through the Patch Foundation for her volunteer work through the Diablo Valley College Foundation. She promises to keep us informed through a website while traveling and volunteering in Africa.

District Council 16 VAC Awards Banquet



The VAC reached a new milestone of membership this year. Our event was held at Casa Real in Pleasanton. The food was great, and a good time was had by all. Robert Aragon of Local 12 was the VAC member of the year(left). Many raffle prizes given out (right)



Council News



A protest was held recently at several Silicon Valley Bank locations over the period of a couple of weeks. Silicon Valley Bank was responsible for hiring a contractor who paid less than the area standard to their employees installing Architectural Metal and Glass in San Francisco. Silicon Valley Bank's actions undermine the area stan-



dards

for wages and benefits which we have negotiated and fought for, for years. Thanks to all those who participated in our protest. The VAC is alive and well here at District Council 16.

District Council 16 Local Union 767 members receive back-pay related to an NLRB case filed by the Council. Our Organizing campaigns can use various strategies from banner to picketing and Labor compliance. Thanks to all members who support and participate in this Councils Organizing efforts.



Please continue to call in if you have any tips or information for the Organizing Department. The information you have may preserve, or help secure work for some of our members.

Director of Communications



“Jobs Now” was the theme at this year’s Legislative Conference held in Washington DC. This is the time of year the National Building Trades and all of its affiliates come together in Washington DC to discuss labor’s issues and take those issues to our legislators’ on Capitol Hill. Here are some of the issues we talked about and then delivered to our legislators.

Jobs, despite massive infusions of taxpayer dollars, banks are still not providing financing for private construction projects. Public construction projects have provided tens of thousands of skilled construction workers with work on vitally important projects. Until the private market rebounds, Congress must continue to invest in infrastructure. The American Recovery and Reinvestment act has provided many needed jobs, but the unemployment rate in the construction industry still remains unacceptably high, 30% in many areas.

PLA’s, Community Workforce

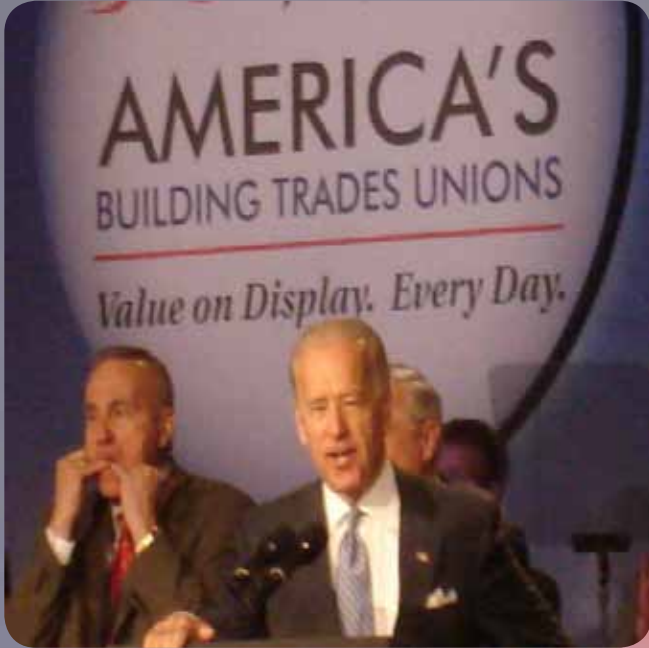
Agreements, Project Labor Agreements and Project Stabilization Agreements are different terms for pre-hire collective bargaining agreements that facilitate the smooth completion of projects by establishing, upfront, the terms and conditions of employment and a framework for cooperation that will apply to all the parties involved in a construction project. PLA/CWA/PSA’s are agreed upon before a project is bid, so all contractors and subcontractors will know exactly what to expect on the project and can cooperate to reach common goals. Successful bidders- whether Union or non-union have access to workers for the project through the Union referral system.

Misclassification of workers as independent contractors allows unethical construction contractors to intentionally misclassify workers as independent contractors as a way to avoid taxes, insurance costs and adherence to normal payroll procedures. Employers pay in cash “lump sums” and

claim they will report workers’ annual earnings on IRS Form 1099. Once construction workers are misclassified as independent contractors, they are no longer covered under the National Labor Relations Act, the Davis-Bacon Act, the Occupational Safety and Health Act (OSHA) or any other law designed to protect “employees”. The 1099 scheme allows companies to sidestep normal payroll procedures which allow the employer to evade federal law, therefore paying no Social Security or Medicare, workers compensation, unemployment insurance, or overtime-all of which are required by law. Employers can profit from this scheme by grossly underbidding on projects to win more awards.

These are just some of the issues that your delegates delivered to our legislators to ensure they keep fighting for our concerns. We will keep monitoring their votes on specific issues to hold them accountable.

Political News



Clockwise from above

Vice-President Joseph Biden
IUPAT/LMCI Booth
GP Williams & Robin DeHaven
Helmets to Hardhats Display
A hero's welcome!



AMER
BUILDING TR





Above: United States Capitol Building
Below: United States Supreme Court Building



2010 Building Trades Legislative Conference

The theme for this year's Building and Construction Trades Legislative Conference was, **The Right Jobs-The Right Future-Right Now!** To expand on these topics the Building Trades lined up a very respectable group of speakers. The Vice President of the United States, Joseph Biden gave a very inspiring speech highlighting the need for Jobs, and addressing many of the legislative issues that will be discussed in the coming months. Other notable speakers from the conference included Senators Jeff Merkley, Kirsten Gillibrand, Stephen Sweeney, Robert Menendez, Patty Murray, and Richard Durbin. Speakers from the House of Representatives were Xavier Becerra and Kendrick Meek.

The conference featured a speech from the Executive Director of the NFL Players Association DeMaurice Smith. He spoke about solidarity with the Players Association and the Building Trades. There were workshops on various issues like Pension Reform, Labor-Community Partnerships, and Legislative priorities for 2010. Helmets to Hardhats had a workshop in which they spoke about the numerous Veterans who are now in the Building Trades through their program. One of these men is Robin DeHaven. Robin was responsible for helping several people to safety after a pilot crashed his plane into an IRS building in Texas. DeHaven, a Glazier, came in to the trade after two tours in Iraq, through the Helmets to Hardhats Program. Robin was honored at the conference, and later at a lunch with General President Williams, and IUPAT members headed for Capitol Hill.



John Sherak

Organizing Boot Camp

An Organizing class was held recently in Southern California for the purpose of educating our members about what it means to be a Union Organizer. The attendees of the class were from District Councils in the Western United States, with the purpose of selecting candidates to Organize in conjunction with the International's Glazing and Floor Covering Initiatives. The curriculum is an ongoing collaboration of strategies and tactics used to Organize the Non-Union. Greg Raftery, Special Assistant to the General President, was the lead instructor, along with several other Organizers and Agents from around the country. The class days are long, starting at 7:30 in the morning, and ending at 9:00 at night with homework assigned each night. This is meant to replicate the unusual hours, and commitment it requires to be an Organizer.

There are many exercises designed to identify team players, as well as getting people somewhat outside of their usual comfort zone. Some examples include writing and delivering speeches, mock meetings with a prospective Contractor, and a final assignment which kept some of the groups up all night prior to presenting to the class on the last day. This final presentation is based on taking a case study of a non-union contractor, and assigning people on your team to specific tasks which may be common in a real Organizing action plan. Along with the previously mentioned mock meetings and speeches, each team is required to submit an action plan and budget relating to their particular case study. Other aspects of the training include Marketing and Business Development, research tools, and pressure tactics, all of which are commonly used in Organizing campaigns.

"I want to thank everyone who was chosen to attend this class and represent District Council 16 in the Organizers training. Even if you were not initially chosen as an Organizer, keep involved with your VAC, and stay tuned for more training opportunities in the future."

767 Members Receive Back-Pay for NLRB settlement

Six members of Glaziers Local 767 received checks in February due to a settlement agreement through the National Labor Relations Board. Although the contractor who, as part of the settlement, agreed to no "wrong doing", were compelled to settle the case with the Local for back pay, and two members being put on a preferred hiring list for a year. This particular contractor has a history of discriminatory hiring practices, and unfair discharge of employees due to their Union affiliation.

Our Organizing efforts in the Sacramento region include campaigns which deal with some of the worst violators of both state and federal labor law. Unfortunately, some of the state cases can be between six months and one year before they are heard, due to the state budget crisis and furlough days which extend the hearing docket.

Thanks to the volunteer efforts of the membership of Local 767 we continue to make an impact on these types of contractors. Although nothing was expected by these members in taking part in this volunteer Organizing effort, the back pay checks were a welcome reward in these slow economic times.

John Sherak

Hi Brothers and Sisters,

The New Year has been moving right along. The work outlook has changed a little, but what must change is how we as a Union work. In reference to our jobs, we must ask ourselves, *“Are we the best we can be?”* The old saying, *“You can’t teach an old dog new tricks”*, is true if we were dogs, but we are not. We are Lions, the IUPAT! If you have not taken or been to a STAR class or Journeymen upgrade class, what are you waiting for? Consider this an invitation. Remember, the apprentice & journeymen training works only if you attend. We pay 36 cents an hour to the apprenticeship fund, and 25 cents an hour to

the STAR Program. Where else can you get the training to be **HIGH PERFORMANCE/HIGH VALUE** at this price? It is your money at work for you.

We have recently passed the District Council 16 and Local 3 bylaws. This will govern us for the next four years. If you have any questions about the District Council, your Union, or the International, find out who your delegate is to the District Council and have them get you an answer. Mr. Doug Christopher, Business Manager/Secretary-Treasurer of District Council 16, always opens the floor for questions or comments at the delegates meetings.

This year’s VAC dinner was held in a very nice winery in

Pleasanton. The Volunteer Activist Committee is for members who participate in Union activity. This shows the public who we are and what we stand for.

This last month we lost two members, Mr. Steve Coaths and Mr. Paul Nahm. Mr. Coaths worked for Roman’s and Mr. Nahm was our Apprenticeship Coordinator. All the Apprentices who were late or suspended got to know Mr. Nahm. Thanks to them and their families for their years of service to our Union. May they rest in peace.

Carl Jones
Business Representative
District Council 16
Local 3

Local 12 Members,

Recently Congress finally passed a comprehensive health care insurance overhaul. How all this is going to affect us, I’m not sure. Segal is at this time studying it and will let us know in due course. For now, what I know is that hopefully this will reign in the insurance companies and force them to justify future premium rate increases. To be completely honest, I would like to eliminate the insurance companies altogether from health care.

Health care insurance companies have already demonstrated that they cannot be trusted to provide affordable insurance for their

customers. Their bottom line is purely profit, and that is their only focus in the industry. It is just absolute lunacy that the words health care and profit are used in the same sentence. Ideally, our best bet would be to go to a single payer health care plan. Why should insurance companies be allowed to skim off whatever percentage they deem appropriate from our premium payments to them? Their sole purpose is to transfer money from us the participants to the medical community. That’s it! Why were they ever allowed to deny coverage to a patient because it cuts into their profit? How many people died because they were denied coverage due to a pre-existing condition? This never made sense then and it still does not now. In my opinion,

cut them out of the equation altogether, and let doctors and patients decide medical procedures and options based on the needs of the patient and the ability of the medical community to provide it to them. And by the way, we already have a single payer system in place which works really well, it’s called Medicare.

Well, hopefully this new law passed by Congress and signed by President Obama will drive down the overall costs of health care, although I have to believe it is still a work in progress. We’ll just have to wait and see.

Fraternally,
Gene Hopkins

Local Union News

Local 83

Dear Brothers and Sisters of Local 83,
Lots of things going on!
This is a huge political year, with so many VAC opportunities for you to get involved with. The candidates we've endorsed are Pam Torliatt Second District Supervisor Sonoma County, Michael Allen State Assembly Napa/Sonoma counties, and Mike Maguire for Sixth District Supervisor Sonoma County. To help these Labor candidates to get elected you can contact us for phone banking, lawn signs and precinct walks. Every member and their families can become VAC members. You can donate your labor or your time. Another VAC activity coming up is the Sonoma County Fair (last week of July-first week of August). If you're

at the fair stop by and visit the Building Trades booth or volunteer to work.
Good News!
With the passing of the new Local 83 by-laws the over the counter dues (beginning July 1st 2010) will be lowered to \$ 25.00 per month. This will be collected quarterly (\$75.00 per quarter) paid the month prior to the beginning of each quarter as per the new by-laws. That means dues for the July quarter will be due before the end of June. Dues will ONLY be collected by the quarter. You can still come in to pay or mail them in to Local 83 (1130 Industrial Ave., Unit 7, Petaluma, CA 94952). This does not affect retirees. Any questions contact Sonia, Bruce or myself at the local.

All of you have had the opportunity to participate in the STAR program. Congratulations to all those members who have participated. The Breslin seminar and the training/safety classes are a great educational tool on the road to High Performance/High Value. We look forward to the STAR Rewards Event in Sept. 2010.
You are our eyes and ears. Report any non-union activity on any jobsite with as many details as possible as soon as you can. Let's always protect our work, our contracts and most importantly, each other.
Have a safe and happy summer.
Fraternally Yours,
Les Proteau
Regional Director, Local 83
DC-16

Local 169

Brothers and Sisters,

We have a raise coming effective July 1, and your executive board will be meeting in early May in joint session with the executive boards of the other area Glazier Locals to determine the voting options for allocation of this increase. It is very unfair for all of the armchair quarterbacks that come in to second-guess the decisions of the members that regularly attend and participate in membership meetings.

The leadership of your local and your District Council are all well aware of the very difficult positions that many of our members are in due to the unprecedented decline in the

market for our work. We are working daily to protect our work and find new work.

The Glaziers Market Recovery Program is up and running in a coordinated effort to secure hours throughout our territory. If there is anything more you feel your union should be doing to assist our members, please make the effort to attend a meeting and share your ideas. We are stronger when we are all working together. High Performance/High Value is not just a motto; these are the values that we all should be striving to live and work by.

As I mentioned before, it is very important to keep your local aware of your employment status and your current contact

information every time it changes. You must get a new referral each time you change employers. Even if you are going back to your regular shop after being employed elsewhere, or you are on the list for a short time, you need a new referral.

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.

Ron Kessler
Business Representative
District Council 16

Greetings Brothers and Sisters, Well, the Holiday Season is past us and summer will soon be here. This is normally the time of year when we make up for the lost time in the winter. Things are beginning to look a little bit better out there for the Painters, our Market Recovery Program is working. In this area most of the work is garnered by that program, to which we need to have a discussion about. The Painters program needs to be able to sustain itself on a yearlong basis. There have been a couple of times during the previous years in which it had to be closed down temporarily for lack of funds. This lapse in funding is not anyone's fault, but we need to seriously talk about increasing the contributions to that fund.

If we are able to increase the contribution, this fund will be able to continue without any disruptions. That will mean more jobs that our contractors will be able to acquire and that in turn generates more hours for the Painters. I know from experience what the members may say about this; *"it's just another way in which the Union is trying to take away what money we get in raises"*. *First health and welfare, then pension deficit reduction, now this"*. Without market recovery, a lot of you out there would be working even fewer hours than you are right now. With the recovery fund healthy, it in turn helps put more money into health and welfare and also assists with the pension plan. Let's not leave out the Drywall Finishers. They also

have a raise coming up in which they have to decide if they want to add more money into their program. The Drywall program is set to start shortly and if you want to avoid the same growing pains as the Painters, you also need to think this through when you are voting on the disbursements of your upcoming raise. Do you want the fund to stay healthy? Or, do you want to have stops and starts? Everything that I mentioned above will pertain to you if you don't take steps now to prevent them.

I would like to wish George Phillips our newest retiree GOOD LUCK in your future endeavors.

John Papa
Monterey Bays Local Union 272

Dear Members,

Congratulations to the thirty members who represented Local 294 at the recent awards banquet for the V.A.C. Everybody had a great time. We would like to increase our volunteers by 20% in 2010 so please get involved.

Spring is here and with it comes change. As I write this letter congress has just passed healthcare reform. To all of you who got involved in past V.A.C. events regarding this issue, your hard work and selfless contribution of time amounted to the biggest change in this countries health care system since the inception of

Medicare and further solidifies that when the people speak, the government must listen.

I wish I could tell you that work is going to pick up and I know our contractors wish that they could tell you the same, but the truth is times are still tough. We are and will continue to work diligently at creating more hours for our members by assisting signatory contractors with market recovery when available, placing and monitoring apprentices on public works jobs and through Organizing either top down or bottom up.

If you see something going on out there, give us a call and let us know. Chances are we will already know about it, but we may not, and any information

you give us may create more hours for you or another member.

Make every effort to get involved at your Local Union meeting. We have nominations at the regular meeting in May, and elections in June for Local and District Council positions. This is the same agenda as all Local Unions affiliated with District Council 16.

Remember always strive for HIGH PERFORMANCE/HIGH VALUE.

Fraternally,

Jeff Roberts
Business Representative
District Council 16

Local Union News

Local 376

Dear Brothers and Sisters,

I never like to be the bearer of bad news but I'm sure you all realize the Construction Industry and work for all members is still struggling. Recently, some of you have taken the opportunity to attend the STAR program training and have benefitted from doing so. You can update certifications which are required to work in the Industrial area of Painting and are an ever increasing requirement to work anywhere in our field. STAR training will keep you on top of the trade. You don't want to miss out on a job because you didn't take a one day class. You should attend STAR classes because you want to better yourself in the trade. At a recent Survival of

the Fittest class in Sacramento, two individuals were attending the class for the wrong reasons. They made comments during the class and embarrassed the ones who were there for the right reasons, and that is for High Performance/ High Value. I believe the two individuals did not understand the value of the training to our members. Key Local and District Council meetings are coming up. Nominations for officers of the Local Union and the District Council in May, and the elections in June. Also, the Painters and the Drywall Finishers have wage allocation votes. Please attend your Local Union meetings the 2nd Wednesday of each month to keep up to date on what is going on.

In these tough economic times we are finding more violations by some contractors with regards to proper payments on wages, travel, bridge tolls, etc. Please inform the Local Business Agent in the area or call your Local with the job name and location and we will investigate all violations. If you happen to be an apprentice, please keep in touch with the Local when you are out of work. We may be able to place you on projects under a D.A.S. 142 request from non union contractors. We have been utilizing this opportunity to employ our Apprentices. Work smart and always be safe.

Haden Blaylock
Local 376

Local 487

Greetings Members,

Our Local Union Bylaws have been ratified by our membership, approved by District Council 16 and submitted by Business Manager/ Secretary Treasurer Doug Christopher to IUPAT General Secretary Treasurer George Galis for approval. I would like to take this opportunity to thank the many members who attended the ratification meeting for your participation in this process.

Unfortunately the work picture is still not good, however we do have several out of area contractors performing work within our jurisdiction and this is providing hours. Our Painting Contractors are reporting to me

that there just isn't the work out there for them to bid, the result of this is that there is very little movement on our out of work list. The same holds true for our Drywall Contractors and we are still running a large out of work list for our Finishers. If there is a silver lining, it is that there are several large projects still going, and a few more about to start hanging board. The difference is that our Market Share for Drywall is significantly higher. The most proven tool we have put into play in the Painting Industry is our Market Recovery Program and the discussion to increase the contribution under the Sacramento Addendum continues. For now the money can only come from one place and I do not believe it would be wise to wait until the next

Contract Negotiations to see if the Employers give it to us. We need to be proactive and give our Contractors an edge at the estimating table. As always, the decision will be yours. Remember the next job we are able to get through Market Recovery may be the one you work on.

District Council 16's STAR Awards Event is set for September 11, 2010 at the Alameda County Fairgrounds in Pleasanton. The STAR schedule is accessible at www.dc16star.org and if you did not meet the requirements this time the new training cycle will begin soon.

Steve Caster
Local 487

Dear Local 507 Members,

Elections will be here on June 12, 2010. Local 507 is going to need young stand-up members to take their place on the executive board. We have executive board members who will be leaving us and their positions will be available. All members who qualify need to take personal responsibility for the direction Local 507 will be headed in the years to come.

The new bylaws have been written, voted on, and approved. There are a few changes the members need to take into account. First is the over the counter dues will be decreased to the bare minimum allowed by

the IUPAT Constitution for each individual member. Along those lines, the late fee will decrease to \$5.00 per month. Secondly, Article 18 (11 and 12) addresses and enforces our ability to protect our jobs by picketing without any retribution from outside forces. Third, Article 18 (28), all members shall carry their dues cards at all times. Last but not least, under the new bylaws, Article 18(34), all members shall comply with the referral process and sign-off on the referral from their local prior to starting work.

The STAR awards event will be held on September 11, 2010 at the Alameda County Fair Grounds. Congratulations to all of those who are already qualified to attend. To all of

those members who have not yet qualified, you must sign-up and attend the necessary classes to ensure your attendance. District Council 16 is always looking for new ideas on classes and curriculum to improve our High Performance / High Value position. If you have ideas or expertise for a new class to be offered by STAR, please bring them forward to your Organizer or Business Representative.

James Hewett
Regional Director DC 16 IUPAT
Painters & Tapers Local 507

Dear Local 567 Brothers and Sisters,

While the hours worked during the first quarter of 2010 were down by 46% from last year, dispatching has finally begun to pick up with the beginning of construction season. If you are currently not working, be sure to put your name on the out-of-work list. New lists start each month on the first working day.

As construction jobs became more and more scarce in the western part of the United States, we have experienced a bigger influx of contractors and workers from neighboring states with lower standards of living. This has led us to our goal of getting a Responsible Contractor

Ordinance passed in the City of Reno. So far we have found the Mayor and City Council to be very supportive of putting local workers back to work first. We may need your presence at a future Reno City Council meeting to support them as they deliberate on the passage of this ordinance. Sign up for the Volunteer Activist Committee (VAC) on the District Council 16 website so that we can notify you of this and other important political activities.

A recent issue at the Silver Legacy Casino is a perfect example of losing our work to out of state contractors/workers. Russ and I met with the top management of the Silver Legacy to discuss this issue. While we hope to turn this remodel of all guest rooms union, they have indicated that

their current plan is to have a contractor from Arizona do our work. We are planning a huge demonstration in July if nothing changes. Again, this will be another VAC event that you need to be at. This work has always been performed by the members of our Union and we cannot let this change. Your job depends on it.

This year's Local 567 summer picnic will be on Saturday, June 19th. Like previous years, it will be held at Lazy 5 Park in Sparks from 11am to 2pm. Call the Union Hall at (775) 356-8567 to RSVP.

Fraternally,
Todd M. Koch
Regional Director

Local Union News

Local 718

Hello Members,

This time of the year is when the weather gets better and the days a little longer. It is the time of the year when we start planning our weekends and for the summer ahead. This is also the time when we have a raise allocation and a local election ahead. It is my hope that I see many members when we have this vote.

The three Glaziers Union's Executive Boards meet jointly and come up with some recommendations where our raise will be allocated, but it is ultimately the choice of the membership. For this reason, it is important to come to the monthly meeting and give input. I know we all could come up

with a thousand reasons not to go, but this is your UNION and how we all earn our livelihoods. So why do so many let so few decide their wages for them?

In these tough economic times, now more than ever, every member should be involved in the allocation of their wages. This is no different than voting on your Union contract, because it affects you. I know from experience, that the day after the vote there will be members saying, *"The decision of where to put the raise wasn't a good one"*. I say to them, "Did you come and vote, or be part of the process and your Union?"

All Local 718 Executive Board terms will be up in June and we will have nominations in May.

This will coincide with District Council 16 nominations. If you are interested in serving on the Executive Board, I strongly urge you to consider this. It is a great learning experience and one I recommend.

The work picture is still slow, but there are a few large projects coming later in the year. I know these are tough times, but remember this, "tough times don't last, tough people do" and the members of this Union are tough people.

Work safely,

Mark Shelley
Business Representative
Local 718
District Council 16

Local 741

Greetings Brothers and Sisters,

Can you believe we are into the middle of 2010? Here at Local 741 we are gearing up for the Midterm Elections. I know it seems like yesterday that we were out there walking precincts and making phone calls for now Congressman John Garamendi, and we can't thank everyone enough who participated, but we need to get energized again to keep the seats in congress that we have fought so hard to realize. Now that we finally see some positive changes; progress on Health Care Reform, more protection for workers through better enforcement of existing labor laws and more work for Union workers on Federal

Projects, to name a few, we still have a long way to go and everyone needs to roll up their sleeves and lend a hand.

Now that Local 741 and District Council 16 has passed its new bylaws, we have to make sure that we as rank and file are compliant with the new rules and regulations that we passed. It is important that at the first of every month you call or come down to the Local to put your name on the out-of-work list and also to follow up by getting a signed referral before you start work. Remember, it's a \$25.00 fine for each unsigned referral.

At this time we would like to welcome on board our new Financial Secretary Robert Williams, III. Robert has been

a Trustee for quite some time and we are looking forward as Robert implements the new dues structure as mandated in the new bylaws. So, please pay your dues quarterly and on time.

This is your Local and we count on everybody to participate. We will be walking precincts, phone banking and possibly picketing, and everybody makes a difference.

Sincerely,

Chris Fallon
Recording Secretary
Local 741

Brothers and Sisters,

I hope you are in good health and spirit. It has been hard to be excited about work prospects as the year has rolled by. As the summer months are here, so are some work opportunities. Make sure you are current with the Local and we have an up to date contact number for you. Make sure your certifications are up to date and be prepared to drug test as it is a requirement to access the ongoing projects.

Congratulations to the members who have qualified for the STAR program. Your participation is recognized by the Union and should be recognized by our employers. You will be notified soon of the upcoming STAR

event scheduled for September 11th, so be looking and make sure you respond as required. Also, just because the initial year has come to a close, prepare yourself for the new year of classes. Never give up the opportunity to better yourself. It's up to you to continue High Performance/High Value.

As our union elections come to a close I want to take the time to thank the members of our Executive Board. These guys have stood up to the challenge of taking on the stewardship of our Local. They have put in hours of their time over the years to try and better what they were handed. They have had great debate over the matters of concern and have always without fail, looked out for the best interest of the members. Over the next three

years I would expect no less. Don't be afraid to ask a question, it is their responsibility as leaders of the Local to have answers and set the course for the future.

For the last few years the members have had a great time out at the ball park at Union Night with the Rivercats. I look forward to this again this year as well as some of the other events we have come to enjoy, so come to your meetings and find out first hand what is going on.

Be safe and enjoy your summer season.

Daniel Belau
Business Representative
Local 767

Hello to all Local 913 Members,

I hope this greeting finds you and your families well. Because of the economic difficulties which have resulted in both a financial and employment burden to our members, I am writing this article, to suggest some alternatives you might consider and help you to prevail during this tough period. First, be very diligent in looking for employment. The old adage, *"the early bird gets the worm"* is true. Select a group of shops you wish to target and arrive early in order to speak with the superintendent. Come prepared to go to work immediately, in the event a job is available. This means be dressed and have work tools needed to perform the job. In your speech and manner,

demonstrate an enthusiasm and cautious persistence that lets the employer know you are determined and interested. If you do not prevail the first time, do not get discouraged or give up. Return to the same shop the next day, or target a different shop demonstrating the same desire for work. Next, be professional in your manner with the prospective employer. You are attempting to create a business relationship. Leave foolishness and small talk for another occasion. If nothing is available at that time, ask for the superintendent's card or leave your contact information for him.

Don't allow yourself to become lazy in your search for work. Always remember to network

with other members because they may find employment before you. This is a valuable resource to find out who is hiring. Finally, maintain a log of your job searches. Note each date, location and results as not to waste time and gas retracing your steps. I hope these suggestions will be beneficial to you in your search for employment.

In conclusion, remember to keep your dues current in order that your name may be placed on the monthly available-for-work list. Also, our Union meetings are held on the first Wednesday, of each month, at 6:00 P.M., 555 De Haro Street, Suite 280B, San Francisco, CA 94107.

Fraternally,

James Ruigomez

Local Union News

Local 1176

Dear Members,

I have an update for you on the City of San Francisco negotiations. The crafts and the City have been at it for weeks trying to rescind all layoffs. Once the crafts and the City of San Francisco have come to a tentative agreement, we will be taking it to our members for ratification.

We will begin negotiating with the City of Sacramento for the Traffic Engineering Unit starting in April. Your new shop steward, Robert Hocking, will be sitting in on all meetings and keeping the members updated on what's going on. I would like to thank Robert Richardson for the years he has put in as shop

steward. Robert will step down to pass it on to his co-worker and again thanks Robert for all your time.

I will be out talking soon with the Parking & Highway members. The Memorandum of Understanding expires at the end of June 2010. If you have any suggestions on improving the agreement please let me know when I come by.

The crafts at the SFUSD are in the middle of negotiating a new Memorandum of Understanding. I will keep the Painters posted on what's going on with that agreement.

For the members at Kelly Moore Paints, after a rough start on their new medical plan beginning

in January, I'm glad to see that the members are happy with the switch and everything is running smooth. We would like to thank Melissa Harris from Associated Third Party Administrators for all of her help to our members who were having problems with signing up their families.

I would like to thank Joe Seeno who retired from R.G. McGlennon Lacquer in San Francisco, for all the years of being the shop steward. We wish you all the best.

Jose Santana
Business Representative
District Council 16
Local 1176

Local 1237

Dear DC 16/ 1237 Members,

The first quarter of 2010 has already passed us by. One of the main goals for District Council 16 is to create working hours for all of our members. District Council 16 staff has been successful replacing the non-union contractors with Union contractors on projects and will continue our efforts at turning more projects Union. Job opportunities have not been as plentiful as we hoped, but we still have a couple of the larger projects continuing and some on the horizon.

We appreciate those of you who took the time to help ratify the District Council 16 Bylaws and the Local Union Bylaws. Our Council has submitted the

Bylaws for approval by The International.

A number of you have taken advantage of the STAR training that is offered to all District Council 16 members. Recently we had members participate in OSHA and First Aid Training. Now is the perfect opportunity to upgrade your skills.

I would like to remind the membership of the obligation taken when becoming a member of International Union of Painters and Allied Trades. In the obligation there is a section about supporting and participating in our Unions efforts and programs relating to Organizing, training and education. District Council 16 is offering training and

education to the membership through STAR and the JATC programs. You can only increase your value by participating in these programs. We appreciate and thank those of you who have helped on the picket lines and providing information to the staff on the Organizing campaigns. The Volunteer Activist Committee (VAC) continues to be active in helping labor friendly political candidates in getting elected. We hear members speak about changes needed in our communities, now is the time to be a part of change. Get involved with VAC, your help makes a difference.

Vince Echeverria
Regional Director
District Council 16

Here at Local 1621 we want to service our members in the most efficient way possible. Coming soon to our website we will have the ability to text and E-mail our members valuable information and updates. You can receive up to date notices of Special Call Meetings, Dues Reminders, VAC activities and much more!

The annual Turkey Meeting \$25.00 gift card requirements have changed. At the February 16th Union meeting a motion was made, seconded and carried that in order to receive the \$25.00 gift card at the annual turkey meeting in November, a member must attend three regular meetings for the year (this includes the Turkey Meeting). Put simply, you must attend two

regular meetings prior to your attending the Turkey meeting to qualify to receive your gift card. Looking forward to seeing more of you at our meetings!

We have a new VAC coordinator for our Local – Dave Amos. With this being an election year, we have multiple opportunities for you to join and qualify for the awards dinner. Sign up to be a VAC member on DC 16’s website www.dc16iupat.org or contact the office and we will assist you.

The STAR awards event is scheduled for September 11, 2010. There is still time to get in your classes to qualify! Any of you that are currently not working, you may want to take advantage of this opportunity to

get your training complete!

I would like to apologize to Richard Anduha who received his twenty five year award this year but was not listed in the pride article last quarter.

It is with great sadness that I inform you of the passing of our Brother Yong Chun Wang. Yong died in his sleep at the young age of 42. He is survived by his wife Jun Lin and son Lin. Yong was respected and well liked by all of his fellow brothers and sisters. Our Local will not be the same without him, he will be deeply missed.

Fraternally,
Stephen Huckaby
Business Representative
District Council 16

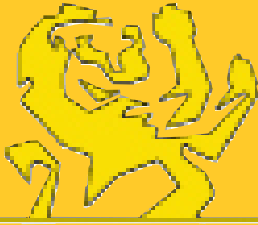


Members, send in some photos for a chance to have them included in *The Pride*. Please mail your photos with a brief description to 2705 Constitution Dr. Livermore, Ca.94551



(left) Cesar Chavez Parade in San Francisco. (below) Floor installation at the Presidio Landmark.





District Council 16
2705 Constitution Drive
Livermore, CA 94551

DC 16

