

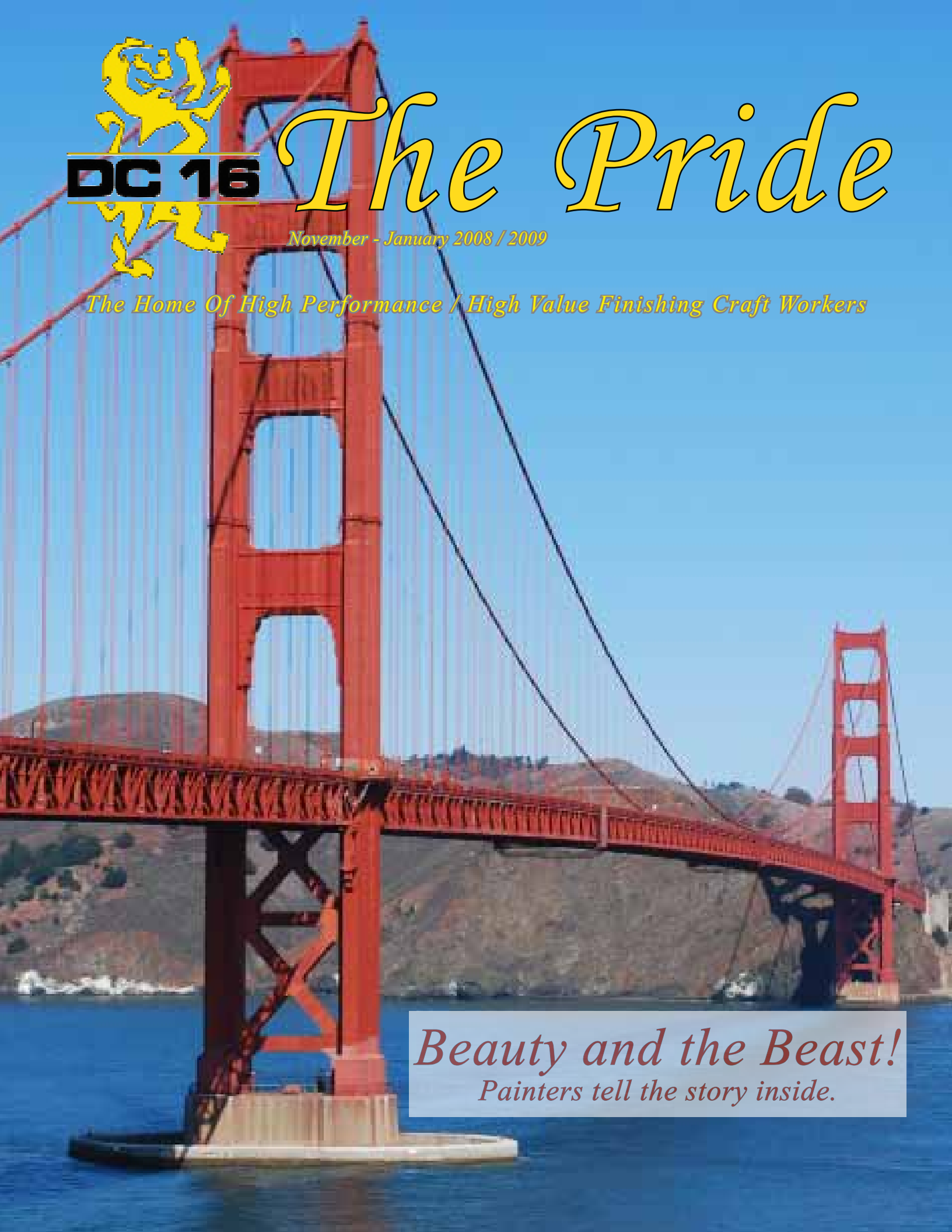


DC 16

The Pride

November - January 2008 / 2009

The Home Of High Performance / High Value Finishing Craft Workers



*Beauty and the Beast!
Painters tell the story inside.*



associated
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Your Local Union News

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 you and your families well as we all look forward to the upcoming holiday season. I wish you all the very best that life has to offer this holiday season and in the upcoming new year. I promised in the last issue of The Pride that I would give you all an overview of the newly established STAR Program.

The STAR Program is a reward based voluntary training program established to provide training opportunities to our members and reward those who meet the minimum training requirements. The STAR Program will offer skills

training, safety training, supervisor training and survival training. In the spring of 2009 we will hold a STAR Program kick-off event. At the kick-off event we will distribute the official rules and offer the complete training schedule for the first year of training which will commence on July 1, 2009 and end on June 30, 2010.

The Board of Directors has determined that the minimum eligibility requirements shall include completing at least 16 hours of STAR sponsored training without experiencing a lost time work related injury or work related illness during the STAR Program qualifying year (July 1, 2009 through June 30, 2010). All members whom meet the minimum requirements will be invited to attend the annual STAR Program awards recognition event which will be held in October of 2010. All members who qualify and their families will be invited to attend the year end event. All qualifying members who show up at the event will receive a door prize and a raffle ticket. We envision this event to be a family barbeque carnival style event.

All members whom receive a raffle ticket will be invited to participate in the raffle drawing. We anticipate many valuable prizes being raffled off including pickup trucks, boats,

motorcycles and many other prizes of diminishing values. It will surely be an event that you won't want to miss.

Again the purpose of this article is to give you a broader understanding of what it is we are doing and how the program will work in general. The official rules and training schedule will be made available at the kick-off event in the Spring of 2009.

I hope each and every one of you take advantage of this program and sees it as an opportunity to express your personal commitment to being a high performance/high value craftsman. The awards are definitely an incentive for you to participate but the biggest reward is the effect your commitment to excellence will have on your career as a professional craftsman. Your personal commitment to excellence can be expressed not only through your participation in the STAR Program but may also be expressed daily on the job through your appearance, behavior and attitude. I can promise you this; you will get out of your chosen career what you put into it. We are the best, but that doesn't mean we can't be better.



Obama



Yes We Can

Director of Service



Tim Davis

It happens to all of us eventually, we drive to work expecting to put in our eight hours and upon arriving at the job we are faced with fellow union members forming a picket line. That's when our Service Representatives are asked the "Million Dollar Question":

"WHAT DO I DO?"

Bad timing, you see the laws of this great land have bound your representative's hands in that situation. We are not allowed, (nor is your employer) to direct you or to influence your decision at that time. However, now, when you are in the comfort of your own home, I'd like to tackle this question.

Let's start at the beginning. Where do picket lines come from? Weekly, District Council 16's Representatives meet with Representatives and Organizers from all of the Building Trades Crafts in meetings across our large geographical jurisdiction. Their discussions are held

surrounding issues, jobsites, legislation and virtually anything that pertains to our member's welfare and employment. The knowledge exchanged and the ideas developed in these sessions are an integral tool used in performing a Service Representative's job. It is there, at these meetings, that individual Unions ask for the support of others by requesting sanctions for picket lines.

Please understand that Building Trades Representatives take great steps to avoid picketing. Attempting to influence projects from their infancy, attending city council meetings, planning commission meetings etc. Countless hours are spent networking with developers and contractors alike. Many building trades unions have established Market Protection or Market Recovery Programs (as we have) to assure that signatory contractors remain competitive. Unfortunately these programs and efforts are not always fruitful. At those times Unions must call on our most powerful tool. You

A picket line is no more than a method to inform you that your help is needed. It is there to let you know that workers you are sharing the job with are not receiving the wages and benefits that are standard for their trade in that area. Those workers are not the enemy. They are, in fact the victims. However, by allowing their presence to go unnoticed, we all risk the erosion of our own area's standards.

On occasion contractors may try to confuse you by implementing a "Two Gate System". This occurs when the picket activity is restricted to a specific entrance, which is placed away from where you will enter. The number of entrances to a job does not change the problems within. Don't let someone insult your intelligence by pretending that a different gateway means a different job. It should also be noted that your Collective Bargaining Agreements protect you from any penalty when honoring a picket line and our District Council By-laws clearly state and direct us in these situations within their trade rules. These By-laws are enforced to the extent that the law allows, and reads:

"Members shall not pass or work behind a picket line recognized by the Building Trades Council or Central Labor Council, in areas where work is being performed. Anyone found crossing an authorized picket line or working behind same will be charged for violating Trade Rules."

When confronted with that "million dollar question" remember that many good union members from other crafts have sacrificed on your behalf by honoring our District Council 16 picket lines. They have earned our support when they request it. Practice solidarity and join me in taking pride in the knowledge that:

**"DISTRICT COUNCIL 16
MEMBERS HONOR ALL
PICKET LINES."**

Contractor News



NCGMA EMPLOYEE RECOGNITION AWARDS

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

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

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

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



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

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

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

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

Director of Communications



Organizing

Fund Raising

Political

Volunteer Activist Committee

Stewards

Labor Projects

V.A.C./ What is it? How does it work?

What is it?

The Volunteer Activist Committee VAC as it is known is a designed program to allow membership to participate and take ownership in activities in their Local Unions, Communities and family lives. This year alone the membership has requested activities such as to donate their time and labor to paint the Ronald McDonald House in San Francisco which cares for sick children. We have spent weekends and week-nights to participate in local and national politics whether it be phone banking or walking neighborhoods to support candidates that support our issues.

There have been members that take their time to support and man our picket lines to ensure we continue to pressure contractors to use our members to perform our work. These are just small examples of how our membership uses the VAC program.

District Council 16 receives around 150 requests per year for different activities and has continued to support the membership in various ways. We have supplied materials when needed to perform these activities along with food and drinks, t-shirts and financial support when deemed necessary. The VAC program is also a rewards based program which means that if you get involved and become a member you will be invited to the annual VAC dinner/rewards night. Just ask anyone that has attended this event and I assure you a great time.

Through the VAC program we have increased membership participation to a level that will play a role in deciding the future leadership of this District Council and Local Unions. Let me tell you that even though the VAC program has been a huge success we need more of the membership to get involved and get active to ensure the contin-

ued success of our crafts.

How does it work?

To become an applicant you simply fill out and submit an application form to VAC Administrator (Director of Communications). Applicants receive member status by participating in 3 activities per year. All members shall be allowed to request an activity to the VAC Administrator and upon approval will be notified as such. Rules and application forms are available online at www.dc16iupat.org or at your Local Union office.

I look forward to your participation and see you at the rewards dinner.

Fraternally,

Chris Christophersen
Director of Communications
District Council 16

Thank You

To all the members and their families who donated their time and effort in this Historical Presidential Campaign Job well done!!!



Below: General President James Williams and staff join District Council 16 members in Reno, Nevada on October 18th, 2008 to rally in support of Barack Obama and Joe Biden. President Williams, along with members knocked on doors to talk to the voters about the issues and to get the message out.





John Sherak

Why Unions Need the Employee Free Choice Act.

Organizing non-union companies through the National Labor Relations Board has virtually been impossible. The NLRB has been pro-business and anti-labor. Today American people are working harder and are struggling more to make ends meet. It is unfortunate that the middle class is disappearing. The best opportunity working people have to get ahead economically is by uniting to bargain with their employer for better wages and benefits.

The current system for forming unions and bargaining is broken every day. Corporations deny workers the freedom to decide for themselves whether to form unions to bargain for a better life. They routinely intimidate, harass, coerce and even fire workers who try to form unions.

The Employee Free Choice Act would give workers a fair chance to improve their lives by allowing them to form unions by signing cards authorizing union represen-

tation without interference from management.

Here are 10 key facts regarding the Employee Free Choice Act:

- 1 America's workers want to form unions. Research shows nearly 60 million would form a union tomorrow if given the chance.
- 2 Too few ever get that chance because employers routinely block their efforts to form unions – and our current legal system is too broken to stop them. As many as one-quarter of employers illegally fire workers who try to form unions.
- 3 The Employee Free Choice Act would give workers a fair chance to form unions to improve their lives by: Allowing them to form unions by signing cards authorizing union representation. Providing mediation and arbitration for first-contract disputes. Establishing stronger penalties for violation of employee rights when workers seek to form a union and during first-contract negotiations.
- 4 In the 110th Congress, the Employee Free Choice Act has widespread support.
- 5 More than three-quarters of Americans - 77 percent – support strong laws that give employees the freedom to make their own choice about whether to have a union in their workplace without interference from management.
- 6 Allowing working people to choose for themselves whether to have a union is the key step toward rebuilding America's middle class. Union membership brings better wages and benefits and a real voice on the job. It's no accident that the 25-year decline in workers' wages in our country has paralleled a 25-year slide in the size of the American's unions.
- 7 The Employee Free Choice Act would put democracy back into the workplace. Majority sign-up would ensure the decision whether to form a union was made by majority choice, not by the employer unilaterally.
- 8 Workers can still vote under the Employee Free Choice Act. At any time, if 30 percent of the workers want an election, they can have one. And once they have a union, workers also vote to elect their union representatives.
- 9 The Employee Free Choice act has the support of hundreds of respected organizations and individuals – major religious denominations, academics and civil and human rights groups and others.
- 10 The AFL-CIO union movement is working in many ways to restore good jobs, health care and retirement security- but passing the Employee Free Choice Act is our top priority because we cannot create balance for working people or rebuild the middle class unless workers genuinely have the freedom to form unions for a better life.

Our newly elected president will be the one to determine whether this act is enforced. That's why it is important to have a president who understands the need for unions to organize in their industries, thus creating a better middle class.



Above: Members do their part by signing their cards to help assure the passage of the Employee Free Choice Act.



Above: Special thanks to brothers Robert Masters and Jose Saldana from Local 567 for taking the time to work the Labor 2008 campaign in Nevada.

Below: VAC members meet in the city of Brentwood to walk precincts for Congressman Jerry McNerney. To The Right member Sam Trujillo works along side of Congressman - elect Charlie Brown on his campaign in Roseville.



Below: VAC members are lining up to get their precinct packages and instructions for local candidates Joan Buchanan for Assembly and Congressman Jerry McNerney. President of Local 1176 Rich Morales shares a moment with candidate Joan Buchanan.



The Golden Gate Bridge links San Francisco with Marin County in absolute splendor. The bridge is one of the architectural marvels of the twentieth century and a testament to human strife, as it was constructed during the years of the great depression. For years, the Golden Gate Bridge held the title as the longest suspension bridge in the world

Before its completion in 1937, the bridge was considered impossible to build, due to persistently foggy weather, 60-mile-per-hour winds, and strong ocean currents, which whipped through a deep canyon below. In fact, the bridge is commonly known as the “Bridge that couldn’t be built”. Despite these unforgiving natural elements, the bridge was constructed in a little more than four years. The total length of the bridge spans 1.2 miles. Eleven men lost their lives during the construction of the bridge.

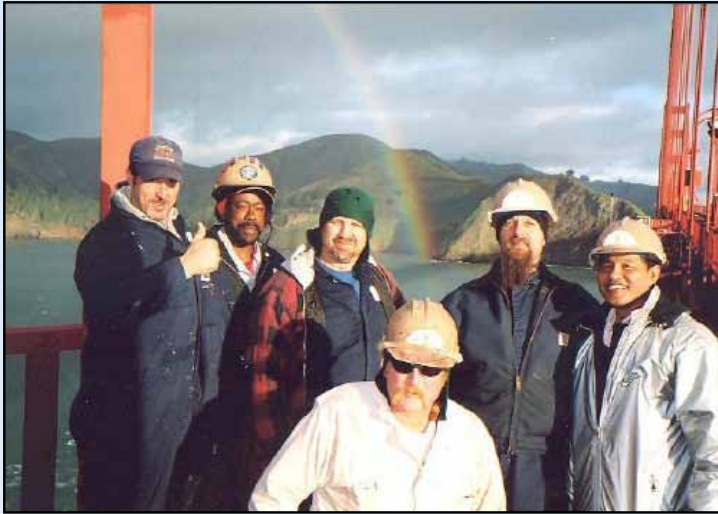
International Orange was the color chosen for the bridge because it blended well with the bridge’s natural surroundings. The two great cables extending from the bridge contain 80,000 miles of steel wire,

which is enough to circle the equator three times. The concrete poured to cement the bridge into the stormy waters below could have been used to pave a five-foot sidewalk from New York to San Francisco.

Efforts to begin the construction on the bridge began as early as 1928. The process would entail the efforts of six counties in Northern California. In 1928, the counties formed a Golden Gate Bridge and Highway District. In 1930, the voters appropriated a 35 million bond issue to finance the building of the bridge. For many years following, Joseph Baerman Strauss, a distinguished engineer, dreamed of raising a span across the Golden Gate. It was in response to his vision that people first started saying that the bridge could not be built. But, amazingly enough Strauss held fast to his vision, and a span was eventually raised across the Golden Gate. The actual work on the bridge began on January 5, 1933. It was completed four-and-one-half years later. The result astounded the fiercest of Strauss’ critics. To this day, the bridge is admired for its magnitude and beauty.



District Council 16 is proud to introduce the Golden Gate Bridge Painters



Above: Some would say you have to be lucky to work on the Golden Gate Bridge. What do you think? To the Right: A crew of painters work on the tower as painter, Robert Mcgee prepares to work on the inside.



The bridge is nothing short of a powerful force meant to combat nature. The often mighty winds from the Pacific Ocean are sustained by a mid span swing of 27 feet. The two towers of the Bridge rise an impressive 746 feet, which is 191 feet taller than the Washington Monument. The distance between the two towers that support the cables, which in turn, support the floor of the bridge is 4,200 feet. These two cables are the largest bridge cables ever made at a little over 3.61 feet in diameter.

Because of the Golden Gate Bridge, San Francisco is one of the premier skyline cities in the nation. The bridge was completed on May 27, 1937. Over 200,000 people celebrated the grand opening of the Golden Gate Bridge by walking its length. The following day, a dedication ceremony was held to officially christen what has become the architectural trademark of the city.

To the Right: Chief Shop Steward Kevin Milliken says it doesn't get any better than being a Golden Gate Bridge Painter and proud member of District Council 16. Below: Apprentice Painter Jay Seaman safely walks down the main cable and cant help but take in the view.



Member Spotlight



Greg Hartwick Jr.

Local 1237 is proud to acknowledge Brother Greg Hartwick Jr. Greg is following in his father's footsteps Greg Hartwick Sr. who also was a Floor Covering In-

staller and now is a retired member of Local 1237.

Brother Greg Hartwick Jr. resides in Sacramento with his wife Kari and their two children, Cody and Grace.

Greg began his Floor Covering career and continues to work for his employer, BT Mancini of Sacramento. Brother Hartwick demonstrates on a daily basis his Leadership, High Performance and High Value abilities as a foreman and Shop Stewart for BT Mancini. Brother Hartwick always takes the time to make sure his co-workers perform to the best of their abilities and use proper safety measures.

He also demonstrates the ability to educate his co-workers as to their duties as members. He was in charge of the Vacaville Kaiser Project and has worked on high profile projects throughout Northern California. Brother Hartwick serves as Vice President to Local 1237; he is also a trustee to the Sacramento Valley Floor Covering Industry Trust Fund, he holds a seat on the Sacramento JATC and is an active member of District Council 16 Volunteer Activist Committee.

District Council 16/Local 1237 thanks you and your family for all that you do.



Elias Barajas

At a time when most members are beginning to slow down a little, Elias Barajas of Local 507 shows us why he is High Performance/ High Value. He has maintained active as a VAC member and one of the most dependable activists. Elias can be counted on whether it is political action or picket duty and when it comes to labor donation he is second to none, as he has been seen working on Habitat for Humanity homes regularly.

Brother Elias has been a Drywall Finisher for over 28 years and had the unique pleasure of working for the same contractor for all those years. He served as a Trustee in his local for 7 years and still serves as member at large. Thank you Elias for all your hard work and devotion.

This section is dedicated to all Brothers and Sisters



David Yokoyama

Local 718 is proud to acknowledge member David

Yokoyama for his work in the struggle to maintain Union market share in the production and distribution part of the glass Industry at ACI Distribution in the North Bay. David has been a foreman or assistant foreman for over 20 years, running a distribution crew of 8 people.

He has also served as a valuable member of the negotiating committee during contract negotiations.

He has been a union member for 30 years and has covered the territory from the City of Sausalito to Crescent City and parts of Napa Solano County.

David is trained in forklift operations, overhead crane, glass fabrication and glass cutting as well as CPR and First Aid. David is 46 years old and has been married to his wife Michelle for 15 years. We thank David for all his support and hard work.



Victor Martinez

Right after graduating Hayward High School, Victor began his career serving his Apprenticeship and working for J&K Painting and joining Local 1178. Victor is a proud 28 year member of the IUPAT and currently is serving as President of Local Union 3 in Oakland.

Victor began his involvement by attending local union monthly meetings and serving as a Trustee in his local and delegate to the District Council. Victor has also served the membership well by attending two Western Regional Conferences in 2005 & 2006.

The members of District Council 16 want to thank you for all that you do.

who best exemplify “High Performance / High Value”

Council News



Above: It is foreman Salvador Jiminez's job to make sure the paint in the airport is looking good.



Floorcoverer: Ricky Lee Reynolds is all smiles as his crew continues High Performance/High Value.



The San Jose Airport project is being built as a 1.8 billion dollar design build project to stay with the demands of the city of San Jose. This design build process makes it necessary to use only the most qualified Contractors and Workers. What you see is a small example of High Performance/High Value membership, building San Jose.



Below Left to Right: Members Cruz Bravo, Salvador Arzate, Daniel Hernandez, Oscar Santacruz and Jose Carrillo show off their work in San Jose.





Above Left to Right: District Council 16 members making sure nobody gets through that gate. Above Right: VAC members donate their time and labor to make sure the kids at the Ronald McDonald House are as comfortable as possible. The VAC members are Marcos Martinez, Miguel Vasquez, Richard Kennessey, Chris Coleman, Tina Staten, Walter Silva and James Ruigomez. To the Left: members of Local 567 let the Sands Regency Hotel in Reno, Nevada know their displeasure of using a non-union Painting contractor.



Below: BM/ST Doug Christopher calls out winning raffle numbers as Director of Organizing John Sherak is ready to hand out the prizes to support our annual PATCH event.

Below to Right: Members anxiously await for their number to be called as Director of Service Tim Davis shakes them up.



Training



Training is the absolute key to our members future and the future of our union. As you can see when you look at these pictures on this page, the training that is offered here in our Drywall and Painting crafts is a small example of what is needed to make us the best. In order to separate us from everybody else we must continue to educate our members on safety, technique, products and professionalism. When we do all that we are able to participate in the decision making in our lives and our job on so many levels. We encourage everyone to take advantage of all the training that is offered.



Dear Brothers and Sisters;

I would like to thank all the members that have participated in this historical political year. The District Council VAC events are at an all time high and the participation is overwhelming. I was just visiting the Apprenticeship school and I have never seen before these young people more involved and fired up about politics sure is good to see. I also want to mention what a great job our instructors are doing. Looks like we have a great class of Apprentices. By this time you have been phone banking and precinct walking in California and with our Brothers and Sisters in Nevada, nobody does it better than the members of District Council 16. Job well done.

If you were unable to attend our last Local Union meeting you missed member Michael Showalter receive his 25 year pin and as always his son was in attendance to witness his achievement. Congratulations again Mike.

I would like to take the time to thank the Executive Board and the membership for their participation and hard work this year and to remind all of you, I look forward to seeing you at the Christmas party. And remember when you are driving or walking through Oakland you have a hand in making it a better place to live, so put a little glide in your stride and a dip in your hip and feel good about what you do.

Fraternally,

Carl Jones
Business Representative

Dear Brothers and Sisters;

It is almost hard to believe that the holiday season is already here and another year has passed. I just want to reflect on some of the positive things that have happened in 2008. The merger of the Health & Welfare plans in which all District Council members benefited, biggest wage increases in history and an active membership that we can be proud of.

I have had the privilege of being assigned to the JATC committee this year and I would like to congratulate all the new Journey persons that have advanced recently. Always remember, take pride in your work and the Apprenticeship school is always available to every member whether you are first level or

Journey 2 status. just call Dave Marshall to schedule a time to go in and get some practice. The future of our Industry depends on our members being better than the best (High Performance/High Value) and we need to continue to carry this message forward.

What a year in politics, can you believe this history making year it has been and I want to thank all the members and their families that have given up their weekends and weeknights phone banking, precinct walking and door knocking You have all done a wonderful job.

At the time of this article. Business Representative Dave Figueroa had some surgery and we are happy to see him doing well. Just a reminder the Christ-

mas party this year will be held Saturday December 20, 2008 at the Burlingame Crown Plaza, Happy Holidays and see you there.

Fraternally,

Tony Tofani
Business Representative
District Council 16

Local Union News

Local 83

Dear Brothers and Sisters;

I hope all is well with you and your families. I would like to thank all members of Local 83 who volunteered their personal time to help our candidates. We phoned banks, precinct walked, made signs and supported those who support us. Great job!

Local 83 would like to announce Financial Secretary Robert Cawley has resigned and President Matt Eagan appointed Bruce Bonnet as interim Secretary until an election can be held. We would like to thank Robert for his time and all the effort he put into the job. The task of running a Local is not easy, it truly takes the involvement of all its members and

such things as paying your dues on time, attending local meetings (2nd Thursday each month), involving yourself and your family with VAC activities and helping on various committees make the Local perform better for the membership.

Whether you are a Painter, Dry-wall Finisher, Glazier or Floor Layer, always be in the learning mode. Offer to help others whether they are Journeyman or Apprentices. Bringing everyone up to the best they can be benefits everyone and remember Journeyman upgrade classes are available to all. You may contact any Local Union or the Apprentice School for information. Building strong relationships makes team players. Always learning and being there

for your Brothers and Sisters are important factors to becoming a High Performance/ High Value worker. Developing a safe and dependable work ethic will make you more valuable and prosperous.

Our deepest sympathy goes out to the Daniel Towns family, Daniel passed in a tragic on the job accident and will be truly missed. The family would like to thank all the Local Unions and the District Council for their support during these difficult times.

Fraternally,
Les Proteau
Business Representative D.C. 16
Local 83

Local 169

Dear Brothers and Sisters;

We have just completed our work on the fall elections and I want to thank everyone of you that pitched in and helped with the campaigns of those candidates that support union labor.

This month's article is about the responsibilities of membership. Many of our members seem to have forgotten the simplest duties required of them. Of course we all know that, first and foremost, we honor picket and strike lines and encourage others to do the same. In this basic unity lies the only strength we have, but I am writing today about the other responsibilities of union members. Each and everyone of you are responsible

to keep your Local Union informed about where you are working, when you are working overtime and when you are out of work. Your dues are expected quarterly at a minimum. We also need to know when you have a change of address or switch your phone number. It is impossible to keep track of everyone without the simple act of keeping your union informed.

We have had members out on medical leave that lost their weekly benefit just because they didn't inform the union of their status. We have had members that were laid off miss a dispatch because they hadn't put themselves on the out-of-work list. Please keep us informed so we can do our jobs and help you.

It is also the time of year to remind you of the Glaziers Local 169 Christmas Party. This year it is being held once again at the Columbo Club in Oakland, the same historic venue for this party we have enjoyed for decades. It will be on Friday night, December 5, 2008. Further details will be mailed out to all members in good standing shortly.

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

Hello members;

Our Business Manager/ Secretary-Treasurer Doug Christopher has vision and a plan for this Council. That is “High Performance / High Value”. These may just seem like words, but it is becoming a reality for all of us.

There is going to be an emphasis on training our members and our crafts have set aside a portion of their wage increase to fund the new STAR Program. This program is going to be designed to help us as members strive to continue providing our employers with the productivity, safety and performance to giving us the slight edge on our non union competition. In doing this, we

make ourselves more valuable to the employer, thus allowing the Union to continue negotiating better contracts in the future. I encourage everyone in this Local and District Council to participate in STAR’s as soon as it’s made available.

The Monterey / Santa Cruz Building Trades have prevailed in a lawsuit with over work at Ft. Ord. The outcome is that any work whether commercial or housing (including tracts) at Ft. Ord shall be done with Prevailing Wages. If you or anybody you know, union or not, are working at the Decommissioned Base, please contact me.

On the Santa Cruz side of the bay, we are fighting with Barry

Swenson Construction with regards to the building of the old La Bahia Hotel. The Building Trades are trying to negotiate a union only agreement for that project, and it has been a fight all the way so far. I will keep you informed.

Fraternally,

**John Papa
Business Representative
Local 272**

For those of you who may not know, Local 294 Business Representative Bob Rash will be retiring effective December 31, 2008. Bob has served District Council 16 and the membership of our Local Union with professionalism and dedication for many years and we wish him the best in his well deserved retirement. The Local is currently preparing for the new year and with that new year we will be welcoming Brother Jeff Roberts who has been hired to assume the position of District Council 16 Organizer and will work with our membership to maintain the growth and direct the future of our Local Union. In filling this position District Council 16 chose from a large number of qualified and caring members and I’m sure

that Jeff will welcome their input and support in this new challenge. District Council 16 has also added to the number of Organizing Representatives in the valley by welcoming Robert Snyder, a longtime member of Glaziers Local 169 from Fresno to their staff. It’s great to see this commitment a continuing organizing effort in our area. Effective January 2009 the Local will provide the membership with full time office help, this is done in hopes providing the best of service to our members.

I would like to take this opportunity to thank the membership and especially Don Deming on participating in this year’s historical Presidential election. Don has organized

VAC events that have consisted of phone banks at the Local hall and at Obama headquarters, precinct walks and member to member contact.

I also would like to wish Happy Holidays to everybody on behalf of the District Council 16 staff and thank you for all you do.

Fraternally,

**Tim Davis
Director of Service
District Council 16**

Local Union News

Local 376

Dear Brothers and Sisters;

I would like to take this opportunity to thank all the membership on your tremendous efforts in participating in all the VAC events in this very important political year. The importance of participation in the democratic process for Union members and all working class people will affect our lives for years to come.

To all the members and their families who attended the annual Local 376/741 picnic, I hope all of you had a great time and special thanks to the people who came early and stayed late to help set up and clean up. It sure seems like a lot of you have been practicing your horseshoe throwing, The competition is getting harder, and my sugges-

tion is keep it up, your going to need it next year.

Congratulations to member Shannon Talbert who won a hunt of a lifetime and was sent to Three Forks Ranch in Colorado to hunt Bull Elk courtesy of Union Sportsman Alliance. This trip included five star accommodations and even the Bull Elk themselves.

I would like to wish everybody a Happy and Healthy Holiday Season and like always.

“BE PROUD, WORK SMART, BE SAFE”

Fraternally,

**Haden Blaylock
Business Representative
District Council 16**



Local 487

I hope all of you were impressed with the arrival of the first District Council 16 Pride Magazine. I know I was! Our Business Manager/Secretary Treasurer Doug Christopher deserves recognition for turning this great idea into a reality.

For those of you that don't attend Union Meetings on a regular basis, you should know that your Local Union proudly sponsored some very worthy charitable causes in 2008. One of the events supports the National Ovarian Cancer Coalition and was directed by Ronnie Shackelford Jr. A former Taper Apprentice. Ronnie lost his mother due to Ovarian Cancer. Ronnie had this to say in his note to the Local.

I can't thank you enough for your generous donation. Treating me like a brother after all these years away from the brotherhood is very special. Please know that you have really made a difference for a wonderful cause. I look forward to seeing all of you at this special event. In loving memory of my mom and all those who have passed. Thank you! Ronnie.

Local 487 also sponsored our friend Susan Brown who participated in the Susan G. Komen 3 day 60 mile walk for Breast Cancer. Mrs. Brown sent us a card which read.

To Members of Local 487, I want to thank you so much for your very generous donation to my 3 day walk. I understand in these difficult financial times it is

hard to donate to all causes that you are approached by so I am very grateful that you donated to my cause. I want you to know that I walked every step of my 60 mile walk as promised. I appreciate your support more than you know. Thanks again, Susan Brown.

Please mark you calendars for the following Local 487 events. Membership Breakfast, Saturday November 22, Doubletree Hotel, Downtown Modesto at 9:00 am. Membership Dinner, Monday December 8, Local 487 Union Hall 6:00 pm. Members attending will receive hooded sweatshirts.

Steve Caster

Wow, what a great event! This year, at Local 507's Local Picnic, there were 525 in attendance. To start the day there was an Early Bird raffle. For the retirees who attended the picnic, they were given their Life Year Pins. The years of service for the retirees ranged from 30 years to 60 years as union members in good standing. We had kids galore, this year the kids were all given squirt guns to finish the day in a cool manner.

Our December meeting will be on December 23, 2008. Again, this will be a meeting not to miss. Last year there were 218 Local 507 members in attendance. I am planning for this meeting to be bigger and better. We are planning to have a little bite to eat. Remember,

union members only, no families or guests.

In the South Bay, we have been actively attacking the non-union companies. Picket actions at large projects have been occurring on a regular basis. As good union members we all know to NEVER CROSS PICKET LINES. Do not stay at the project and talk to the picketers. Do not hang around and talk in the parking lot. Two gates or thirteen gates, when you see pickets all union members leave immediately.

The Business Agents of District Council 16 are aggressively checking jobs for proper travel and pay. If you have any questions, please call your local representative.

Fraternally,

James Hewett
Business Representative
District Council 16

While many members of our Local Union are currently working, this year proved to be a slow one as predicted. The forecast for early 2009 looks to be a continuation of the current work picture. This slowdown is not due to a loss of union market share, but rather a loss of the construction market as a whole in Northern Nevada.

With the high unemployment rate, we also find opportunities. Recently, over fifty Local 567 members took the time to help Organizer Russ James picket High Sierra Painting at the Sands Regency Casino & Hotel in downtown Reno. It was one of the largest job actions ever done in our area and it resulted with a concerned call from the owner of HSP. The battle

to get this work back to our contractors and members has just begun. That was one high performance job action.

Congratulations to all of you who signed applications for the Volunteer Activist Committee this year and attended at least three events to gain membership. Your participation in this years political activities, steward training, and job actions will prove to be of high value to our whole union as we spend the political capital that we have earned and as we get to work more hours next year.

Local 567 is pleased to have its first ever Christmas/Holiday party on Friday, December 19th. We will be celebrating at the union hotel, Circus Circus.

Please RSVP no later than December 1st by calling the union office at (775) 356-8567.

In closing, we all wish to thank Shawn Crochetiere, Rob Masters, and Jose Saldana for their hard work and long hours working for our union as Political Activists. For the last two months they have worked to educate our members about which candidates would stand up for working families and which ones would not. Their work during this recent election cycle exemplifies District Council 16's defining characteristic of High Performance/High Value. Good job!

Todd Koch Regional Director
District Council 16

Local Union News

Local 718

THANK YOU to the many members in this past Election season who volunteered on Saturdays to walk precincts and phone banked on week nights after working all day to make a difference and make a contribution.

Regardless of whether every candidate we support wins or loses, what matters is that we picked a side, got down off the bleachers and got on the playing field and into the thick of the campaign. And the field is not only our members and other union members, but other working folks with similar economic and political interests who may need to be informed and educated. The best way to do that is feet-on-the-street, knock on doors, face to face

speaking directly to friends and neighbors about issues and candidates that make a difference.

There will be a wage allocation vote coming up soon to determine what to do with the mid year raise for many of you. You will be getting notice in the mail as to when and where the vote will take place. As always, you must be a member in good standing (paid up in dues) to be able to vote.

Our annual holiday party will be coming up on December 13 in San Francisco. You will be receiving an invitation through the mail and need to RSVP. As this holiday season approaches, and if we look around us we have a lot to be thankful for.

Working in the union has put a roof over my family's head, food on the table and helped pay for my children's education. Not everybody can make that claim, and we are fortunate to be in a position to do so. That is why I tried to instill in my children a basic respect and appreciation for unions, since a union job has supported them their entire lives, and continues to this day. Neither one will ever cross a picket line, whether they belong to a specific union or not.

Fraternally,
Doug Yamamoto
Local 718

Local 741

Dear Brothers & Sisters;

Thank you to all the members that participated in Volunteers Activist Committee events, phone banking, precinct walking, and political rallies, during this election year. We even had a Building Trades bus trip to Reno, Nevada to help our fellow Brothers and Sisters get out the vote.

For the Painters and Drywall Finishers, the Apprenticeship school right now is offering Journeyman upgrade classes, certification classes and Foreman training classes. The Industrial shops have informed us they are requiring confined space awareness, CPR/ First Aid, and boom and lift certification. Journeyman

upgrade classes introduce you to new tools and special finishes so take advantage and call the Local Union for more information.

Local Union 741-376 annual picnic held September 27, 2008 was a great success. The picnic committee did a great job. Thanks for all the hard work. Congratulations to the Salomon Brothers "Local Union 741", who won the horseshoe tournament again. That is two years in a row. A special thanks to District Council #16 for donating the grand prize.

We have some upcoming Project Labor Agreements. United Spiral Pipe Mill Project, at the Pittsburg Steel Mill, Chevron Refinery upgrade which is

a huge project and the new Pittsburg High School. Congratulations to Kilwan Haywood on a beautiful baby girl named Geneva Mae Haywood, born on August 22, 2008. Our sincere condolences to the families of Elmer Turman. A60 year member of Local Union 741, Charles Hollander, a 58 year member, and Mark Souza, a 14 year member.

As always we encourage the membership to attend our monthly membership meeting, held the 2nd Tuesday 6:00 PM, at Local Union 741 union hall.

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

Elmer Kennessey

Brothers and Sisters;

Looking back it has been a very good year for Local 767. For the first time that I can remember, our H&W cost went down, we received the largest increase on the check to date, work has been steady for the better part of the year and our membership has increased. We have had great participation at our meetings and look forward to an increased success next year.

Last August the members and their families were able to enjoy a night out with the Sacramento River Cats at the third annual Union Night at the ball park. A great time was had by all. And due to the participation at our annual December dinner, we have out grown the District

Council hall and will be moving the party to a larger facility, so be looking for information on the date and location. It is a good thing to see when the members and their families are out having a good time on their Union.

We recently held the inaugural meeting for what is hoping to become a retiree club. Without this group of guys fighting the fight and believing in the future of the Union, we wouldn't be having the successes I have spoke about, and it is time to recognize them for their efforts. I look forward to seeing them in the future.

Even though the evolution of the trade has changed the way a lot of our work is done, it

cannot take away the desire of the current members to want to be as good or better than, and as successful as their predecessors. I believe all of our active members have something to learn from our retired Brothers, and I also believe the retirees want to share their knowledge. This is just another tool in the box, to be the best of the best.

As always we look forward to seeing all the members, new and retired at our meetings to help strengthen our Local.

Fraternally,

Daniel Belau
Business Representative
District Council 16
Glaziers Local 767

Hello to all the members of District Council 16 & Local Union 913. Well another year has come to pass. I hope 2008 was a good year for all of our members. We are now enjoying our new office in San Francisco with great response from all. I would like to express my gratitude to all who came out to our BBQ's & joined us at Union night at Pac Bell park everyone seemed to have a great time at this event. We look forward to doing this again next year.

Our VAC has been very active over the last couple of months. We have performed two labor donations and worked the phone banks in San Mateo for 7 consecutive Tuesdays in the month, of September & October. Our two labor donations were in

August and September. The first one that we performed was for the Ronald McDonald House. This house is a shelter for sick children diagnosed with cancer. This gives the children and their families an opportunity to stay together through some of the toughest times. The other was an elderly couple's house in the Mission District of San Francisco. I would like to thank all volunteers that came out and participated in these events. You are irreplaceable.

We would like to congratulate Mike Walsh and his wife, Ashley on their new addition to their family, a bouncing baby girl named Anika Walsh. Mike is one of our Painters working at the Cathedral Hill Hotel in San Francisco. Also I'm pleased

to announce that Jose Miguel Vasquez and his girl friend Jazmin Herrera will have a new addition to their family in May of 2009. Jose Miguel is one of our members working at Westlake Village Apartments in Daly City. In closing let me wish you and your family Happy Holidays and Best Wishes into the New Year.

Quote of the Quarter.

“Be Strong-Belong-Organize”

James Ruigomez
Business Representative
District Council 16

Local Union News

Dear Brothers and Sisters;

Let me start by saying how very important this Presidential election is this year. This country is in trouble and it is our job to make sure we do our best to change things. This Local has become one of the best Locals in the District Council when it comes to VAC events and I would like to thank the members for a great job. Special thanks to our VAC coordinator Flavia Gallion for making all those phone calls.

I would like to update you on some of this year's negotiations. BAE Systems went well after numerous bargaining sessions. The members received a increased wage package and new language in the agreement.

We are still in negotiations with Kelly Moore, the main item at the present time is we are trying to change the current health & welfare plan and move to the Automotive Industry plan. This will save our members a great amount of money, and I will keep you posted.

I have been trying to get out and meet all of you but I have been busy negotiating Collective Bargaining Agreements and we have had some grievance meetings that have taken a lot of my time. I have had the chance to visit some of you and look forward to getting around to the rest of the shops.

Just to remind all of you our Christmas dinner is coming up on Saturday, Dec 20th. Last

years dinner was a big success. Invitations will be sent out in late November. Please respond as soon as possible seats may be limited, a great time is assured.

Again if any time you have a problem or questions, please call this office, We are here to service our members.

In closing for all of those I do not see before the holidays, have a great holiday to you and your family.

Fraternally,

Jose Santana
Business Representative
District Council 16

Local 1237 has benefited by signing four Floor Covering contractors so far this year in the Sacramento area. Thanks to those of you who have honored or participated on picket lines, organizing events or informing us of situations that need our attention.

We thank those of you who participated in the Volunteer Activist Committee events this last year; your participation along with all our Locals and District Council 16 has made this program a success.

The merge of the Sacramento Valley Floor Covering Industry Health and Welfare Plan and District Council 16 Northern California Health and Welfare Plan became effective October

1, 2008. Should you have any questions concerning your health and welfare benefits call the District Council 16 Health and Welfare Plan at 1-800-922-9902.

The JATC has been instructing our apprentices on First Aid and OSHA classes, this training is also available to Journeyman. Remember the more certifications you obtain the more valuable you are.

Local 1237 Sacramento will hold the annual Holiday Gathering on December 2, 2008, 6:00 p.m. at your District Council 16 building located at 7111 Governors Circle, Sacramento. Local 1237 Eureka Holiday Gathering will be held on December 10, 2008 at Gallagher's, 6:00 p.m. Please

RSVP for these events at (916) 393-2742.

Congratulations to Brother Tim Duran and his wife, Mona on the arrival of their newborn baby girl, Nevaeh Marcella Duran born on 9-13-2008.

Congratulations to our recent retirees Brothers Robert Broers and Mike Vaught.

It is with great sadness to report the passing of Brothers Michael Roy and Abe Sartuche. We extend our deepest condolences to their family and friends.

Vince Echeverria
Regional Director
District Council 16/Local 1237

Dear Brothers and Sisters;

The current state of our economy and the collapse of the banking industry are taking its toll on our employers and our members. To date, 27 of our members have been added to our out-of-work list. Things have slowed down dramatically, but with our Market Recovery Job Targeting Fund, we are vigorously assisting our employers with funding to obtain jobs and create employment.

I would like to thank all of the members who helped get out the VOTE, and became active participants in our Voluntary Activist Committee. Your assistance with volunteering for phone banks, precinct walks,

and lawn sign postings, is much appreciated. With all of the political issues that we face, such as health care costs and the high cost of living here in the Bay Area, getting involved with your V.A.C. is one of the smartest things you can do for your own personal bottom line. Political pressure is one of the only ways you can protect yourself from higher Health care cost, and the pressure special interests uses on Capitol Hill to increases costs to workers like yourself. So please get involved if you are not currently participating. Thanks again for all who helped and we look forward to your continued support.

The Glaziers annual picnic at Raging Waters was a huge success! Four hundred and

forty people were in attendance. Members and their families enjoyed great food, drink, raffle prizes, camaraderie and the wet and wild rides in the park all day long. The kids loved having their faces painted and the balloonist creating his special animals and fair for them.

The Christmas party will be held in late January or early February. Due to the high cost of last year's event at the Marriott, we are currently exploring options for a new location. Once we have secured the place, we will let you know so that you can mark the date on your calendars.

Fraternally,
Stephen Huckaby
Business Representative



Congratulations to Steve Zuniga.

Our Local recently recognized Steve Zuniga for his 30 years of service and dedication serving on the Executive Board of Local

#718. We are talking about active service, not just taking up space. Not only is that a lot of night meetings during the week after putting in 8 hours on the jobsite, but Steve has consistently volunteered on the weekends to precinct walk in election campaigns and probably worked every Rebuilding Together or Habitat for Humanity volunteer glazing job that we have ever done. Also it was all done with a smile and a positive attitude.

During public community college board meetings, a few years ago, about a project labor agreement, He stood so tall against the non-union contractors that their paid flunky threatened to take him

out in the parking lot. The paid, out-of-town flunky ended up needing the police to escort him to his car on his way to the airport out of town. Thank you Steve for everything you have done and will do for the Union.

HIGH PERFORMANCE
Message from the Business Manager
HIGH VALUE

Local Union 567 was proud to nominate this years recipient of the Nevada State AFL-CIO Bill Bennett employer of the year award, Ron Wellman of Classic Finish Systems. The inscription on the award reads:

2008

Bill Bennett

Employer of the Year Award

Presented to

RON WELLMAN

CLASSIC FINISH SYSTEMS

In Recognition of your

Hard Work And Dedication

To Fairness And Respect For

Your Workers

Danny L Thompson

Executive Secretary Treasurer

Nevada State AFL-CIO

Ron Wellman was honored for his fairness and respect while negotiating a new painters agreement with District Council 16 in Northern Nevada.



Look for Walter Cantrell Scholarship information in the next issue of the PRIDE.



District Council 16
2705 Constitution Drive
Livermore, CA 94551