



The Pride

November - January 2010

The Home Of High Performance / High Value Finishing Craft Workers



BAE SYSTEMS

District Council 16 has represented Industrial Shipyard Painters for over 75 years. We continue to perform at the High Performance/High Value level here at San Francisco's only major Dry Dock left.



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HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



Doug Christopher
Business Manager, Secretary, Treasurer
District Council 16

I hope this issue of The Pride finds you and your family well. I wish you all the best that life can bring this upcoming holiday season. There is no doubt that 2009 has been a tough year with unemployment up and hours for those who are working going down. It seems like the last few years have been really rough on both our pension plans and our health and welfare plans. Costs for health and welfare have risen dramatically while pension benefits have been reduced. Over the last several months

the investment markets have been making a rebound and we are hopeful that this trend will continue and prosperity will return to our pension plans. As you know, health care has been the focus of all media with the raging debate going on in Washington D.C. I don't know what the result of that debate will be or what form health care reform will take in the end. All I know is that health care costs are rising and it continues to be troublesome keeping up with the rising costs.

The Trustees of the District Council 16 Health & Welfare Trust Fund just learned that our costs were going to go up by \$2.12 per hour starting January 1, 2010 if we did not make changes to the plan.

The Trustees of the District Council 16 Health & Welfare Trust Fund just learned

that our costs were going to go up by \$2.12 per hour starting January 1, 2010 if we did not make changes to the Plan. We also learned that the average number of hours worked per participant and paid into the Health & Welfare Fund is down by 25%. The reduction in hours worked and corresponding reduction in contributions drives the hourly costs up because fewer hours at the current hourly rate are being received by the Fund to pay all the expenses of the people in the Fund. The Trustees were pleased to learn that the cost of our Self Funded Indemnity Plan has not risen this year. However, the cost of our Kaiser Plan is going up. Initially Kaiser gave us a 9.8% increase for 2010 and then proposed a 6.4% increase if we agreed to lower benefits. Between the reduced hours and contributions being paid into the Health & Welfare Fund plus the 6.8% increase in Kaiser's premiums, we were facing a \$2.12 per hour increase starting January 1, 2010. In order to mitigate

this huge increase, the Trustees began discussions with Kaiser in an effort to come up with an affordable solution.

The premiums the Health & Welfare Fund pay Kaiser costs the Health & Welfare Fund over \$200 more per month per participant than the cost of the Self Funded Indemnity Plan. Both Kaiser and the Self Funded Indemnity Plan offer similar benefits in that the participant only pays \$20 co-pay per office visit or procedure.

The Trustees discussed the cost difference with Kaiser representatives and asked them to come up with a proposal that would reduce the price gap between their Plan and our Self Funded Indemnity Plan. Kaiser made several proposals all of which reduced benefits but still cost more than our Self Funded Indemnity Plan. Some of the proposals Kaiser made were far less palatable than the one the Trustees finally approved. After much deliberation and consideration the Trustees finally approved Kaiser's proposal which included in part a \$20 co-pay per office visit, plus a \$200 annual deductible per person or \$400 maximum annual deductible per family, plus a 20% co-

pay for inpatient or outpatient medical procedures with a \$3,000 maximum annual out of pocket per person or \$6,000 maximum annual out of pocket per family.

Even with the new Kaiser plan, the cost of funding the Health & Welfare Fund will go up \$0.50 per hour on January 1, 2010.

Even with the new Kaiser plan, the cost of funding the Health & Welfare Fund will go up \$0.50 per hour on January 1, 2010. Kaiser will still cost our Health & Welfare Fund over \$100 more per month per participant than the Self Funded Indemnity Plan. Although the news about Kaiser coverage sounds very bad, Kaiser assures us that only about 10% of the Kaiser participants will be affected by this change. For the 10% of Kaiser participants who will be affected, or anyone else for that matter, our Self Funded Indemnity Plan still offers a simple \$20 co-pay plan with no other co-pays or deductibles.

Please be aware that the official news and plan rules will be forthcoming from the Health & Welfare Trust Fund. Look for that in the mail very soon. I felt it was necessary to give you this rough summary as soon as possible so you can make an informed decision at the upcoming wage allocation votes. The Trustees continue to be diligent in their efforts to provide quality health care at an affordable price. As I stated at the beginning of this article, I don't know what the outcome of health care reform will be; however, I believe that the time has come in this country that something needs to change. Our health care costs have almost doubled over the past eight years while benefits have been decreasing. We can no longer afford to do nothing and hope that health care will somehow fix itself and become affordable again. Get involved in the debate and let your representatives know where you stand on affordable health care.

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

Director of Service



Tim Davis

As 2009 comes to a close we all can look back on a challenging twelve months and take pride in the accomplishments we as a District Council and International Union have achieved.

Business Manager/Secretary-Treasurer Doug Christopher established many goals at the close of 2008 and many were accomplished. Let's look at 2009 in review. After months of planning, our STAR program enjoyed its kick-off event in June with some twenty-five hundred members and guests joining together at the Alameda County Fairgrounds. This send off has been followed with growing success as our members continue to attend training and upgrade seminars focused on changing our culture to one of "High Performance/ High Value".

Summer of 2009 brought with it the need for multiple contract negotiations, most notably the Northern California Painters Master Agreement and in difficult

times we were able to accomplish the ratification of a new contract, servicing our painting contractors and members through May 31st of 2011. Also successfully concluded were addendums for our glaziers in the Fresno Valley, painters of Sacramento, as well as painters employed under many single employer agreements including Westlake Apartments and multiple Hotels in San Francisco.

Also addressed this year were some tough issues. Many of our members have sacrificed wage increases to raise the funding of their established Market Recovery Program's and in 2009 the Drywall Finisher's voted to create and fund a new Market Recovery Program dedicated to preserving their large commercial market share.

In August of this year District Council 16 sent fifty seven delegates as their voice to the IUPAT's 30th General Convention held in Las Vegas, Nevada. With a theme of "Change Makes Us Stronger" this convention offered a consistent message of solidarity and a refreshing sense of openness and teamwork. Here the delegates from both the United States and Canada unanimously reelected out leader, General President James A. Williams and his slate of officers which we can proudly note includes Executive General Vice President, Ken Rigmaiden as well as the Western Region's General Vice President, Ray Sesma, both these leaders are tenured members of District Council 16. Also addressed at this Convention were resolutions

submitted from across our geographic areas to be considered and in many cases passed by delegate vote. Those passed will be implemented to ensure our ability to better function and to grow as a union. These changes will be incorporated into our International Constitution as well as used to assist in restructuring District Council 16's bylaws in the upcoming year. All delegates were relieved to learn that our union remained financially healthy and fiscally sound despite recent economic struggles. I would encourage all to review the IUPAT's special edition of the "Journal" for a thorough review of the Conventions events.

In the closing months of 2009, District Council 16 again sponsored its PATCH day golf event which was able to generate over thirty thousand dollars in donations which will be used locally to promote our International Union's Children's Charity.

Yes, 2009 was a trying and successful year for District Council 16 and with the year's end, I would wish all of District Council 16's families the best of the season and a prosperous 2010.

Tim Davis
Director of Service



Big Brothers Big Sisters is the oldest, largest and most effective youth mentoring organization in the United States. They have been the leader in one-to-one youth service for more than a century, developing positive relationships that have a direct and lasting impact on the lives of young people. Big Brothers Big Sisters mentors children, ages 6 through 18, in communities across the country.



A big thank you to Painters Local Union 294 of District Council 16 for all their work on our building on October 17, 2009. Jeff Roberts organized over 20 members, some of whom brought their children to help and they gave us a wonderful makeover. Our badly peeling exterior is once again bright and shiny, mirroring the faces of the little Brothers and Sisters when they meet their mentors for the very first time. Thank you!!



Brooke Frost
Executive Director
Big Brothers Big Sisters
of Central California



Graduating Apprenticeship



There was over 250 graduating apprentices at this years event with 77 Painters, 51 Glaziers, 78 Floorcoverers and 58 Drywall Finishers. We wish you all success in your future crafts.

Below: It truly is a family affair.



Graduates and guests enjoy the dinner and ceremony at Oaklands Scott's Seafood Restaurant in Jack London Square on Saturday, October 17, 2009.



Class of 2009



Left: Doug Christopher, Business Manager / Secretary Treasurer of District Council 16, speaks on the benefits of having High Performance / High Value graduates. Right: Executive Director Mark Watchers welcomes the guests and lays out the nights events. Below: Congratulations to apprentices of the year shown with Director of the Finishing Trades Institute Dan Penski. Left to Right: Glazier, George Murphy, Floorcoverer, Nate Martin and Drywall Finisher, Dustin Wright.



Member Spotlight



Dave Marshall

Dave joined the Union back in 1983, as a member of Local 1235 in San Francisco. In 1984 he was selected as apprentice of the year, and in

1986 he won the National Apprenticeship contest. Dave has been an instructor since 1991. Dave started out teaching on Saturdays, and in 1997 became a full time instructor. He has participated and been certified in a multitude of installation techniques within the floor covering industry. As an instructor Dave is well liked and respected by the apprentices he teaches and the colleagues

he works along side of. His commitment to the apprenticeship program goes above and beyond the call of duty. This shows in the quality of journeypersons that are graduating every year, and the way he participates in VAC activities and the Habitat for Humanity projects he takes on. We would like to acknowledge Dave as a HIGH PERFORMANCE/HIGH VALUE instructor, president and member of Local Union 12, and District Council 16. Thank you for your hard work and involvement all these years.



Brad Wallace

Brad Wallace began his career as a glazier in 1999. He

served most of his apprenticeship at Team Glass in Livermore. Brad is a second generation glazier, the son of long time Local 169 Warden Ricky Wallace. Brad currently serves this local as a Trustee on the Executive Board.

Brad currently is working as a superintendent at Progress Glass where he has worked for the last several

years. Brad is the very epitome of High Performance/High Value and has earned the respect of his employers and fellow tradesmen alike. We are proud to present him here in this member spotlight as a shining example of what a union glazier should be.

We would like to thank Brad for all that he does in the Glazing trade and wish him good luck throughout his career.

This section is dedicated to all Brothers and Sisters



Flavia Gallion

Flavia was born in San Francisco and as a child her summers were spent climbing

scaffolds painting with her dad. Her first job was at St. Mary's hospital as a switchboard operator but never lost the love of painting and continued to work at the trade on weekends. After applying and then passing the test for a Painters position in the City and County of San Francisco she has worked in several departments but is currently working at General Hospital.

Flavia is an active member in Local 1176 and is currently serving on the Executive Board as the Volunteer

Activist Committee program coordinator. Flavia has volunteered her time for some great causes such as rebuilding New Orleans alongside the AFL-CIO and attending Central Labor Council events.

She is currently sharpening her skills attending classes in the STAR training program and in her spare time she is in the middle of trying to train Rex who is her 6 month old poodle/mix puppy. We want to wish her good luck in all of those challenges.



Kevin Milliken

Kevin has been a member

of the Painters Union since 1986 at the age of 23 years old. He has been Painting on the Golden Gate Bridge for the last 7 years. Kevin graduated the apprenticeship school in 1989 and has worked on many huge industrial projects in every Bay Area refinery and chemical plant. Besides working on the Golden Gate Bridge he has worked on 7 other Bay Area Bridges.

Kevin's other duties include shop steward, Vice President of Local 1176 and

a delegate to the District Council where he says this allows him to report back to the membership on important issues that affect them and their families. He has attended courses in estimating & bidding and blue print reading at Diablo Valley College and Cal State East Bay.

"I am proud to be a Union Painter. I am proud of the experience and skills that I have developed over the years and I owe it all to the Painters Union.

Kevin Milliken

who best exemplify "High Performance / High Value"



Painter, Hoai Le keeps it looking good on a daily basis.



Below: Members, Antemio Zambrano (left) and Mike Romero are doing their part to ensure the students at UCSC start their education with satisfaction knowing their dorm rooms are being finished with nothing but the best craftsman available.

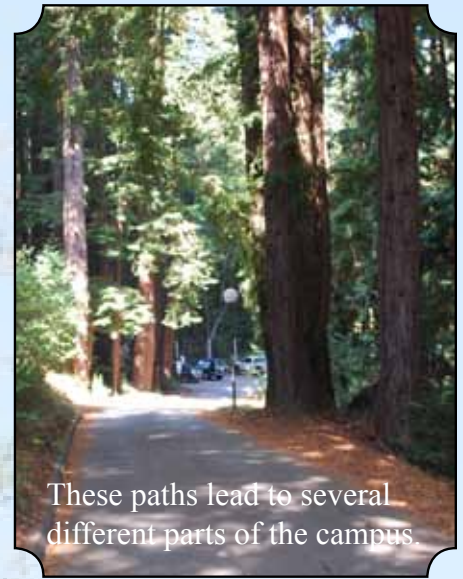
There is construction of seven residential and mixed used buildings at Porter College on the University California Santa Cruz Campus. The buildings are predominantly multifamily residential and vary from two to four stories with a total of approximately 120,000 square feet. The various buildings will include mailrooms, laundry rooms, community rooms, music rooms and housing administration offices.



Below: Glaziers, Doug Robson and Ted Kretschmer continue to perform their craft at a High Performance/ High Value level.



Santa Cruz



These paths lead to several different parts of the campus

The McHenry Library addition project will expand and upgrade the McHenry Library on the University of Santa Cruz campus. This project will consist of a new 166,500 square foot 5 story poured in place concrete addition to the existing 161,700 square foot Library building.

Scope of work for this project includes a complete interior build - out for immediate use upon completion. Additionally, due to the nature of this project, the work also includes modification to the existing foundations on the south and west sides of the existing Library building, and various site improvements.



Congratulations to all the 2009 Walter Cantrell Scholarship Winners



“I cannot thank the Union enough for its benevolence and generosity by helping me further my education. Through this scholarship program, this Union has helped students pursue goals. Your contribution to the extension of my post-secondary education will be forever appreciated and never forgotten.”

Trevor Cecil



Above: Business Representative Ron Kessler from Glaziers Local 169 presents a check to Lauren Hosmer as her father and our member Rodney Hosmer can't help but smile.



“I'd like to thank District Council 16 for awarding me such an amazing scholarship. I am so grateful for the support and am so proud to have been a recipient. I would also like to thank them for challenging me to write an essay that required further research into the Unions role in our society.

**In solidarity,
Sarah Figueroa “I love you Dad”**

Below: Business Representative Dan Angel Local 718 is getting used to handing out checks to his members sons and daughters as he has had 2 opportunities in the last 3 months. Starting from the left is Alex Jurado and father Anthony Jurado who couldn't be prouder. Danielle Bortoli is the latest to show her commitment to higher education as she also receives her award as her father Dennis looks on with a proud smile.



District Council 16
PATCH EVENT 2009



Above: BM/ST Doug Christopher reads out all the sponsors names that committed to another successful PATCH event at District Council 16. Right: Chris, Laurie and Gena are all smiles as they sell raffle tickets at record pace estimating raising over 30,000 dollars to PATCH.



Above to right: Local 169 member, Dave Catano was the grand prize winner with this 52 inch big screen tv.



Over 150 people showed up to support the IUPAT annual PATCH fundraiser at District Council 16. It was another great turnout by our members and contractors for a very special cause.



Director of Communications



Health Care Reform

Why we need it.

We spend one and a half times more per person on health care than any other country. This is one of the reasons that insurance premiums have gone up three times faster than wages. It is why so many employers, especially small businesses are forcing their employees to pay more for their insurance, or are dropping their coverage entirely. It is why American businesses can not compete internationally and it is one reason why the automobile industry is at a disadvantage.

There have been several bills that have been proposed and as of October 26, 2009 Senate Majority Leader Harry Reid held a press conference that he had sent a proposal to the Congressional Budget Office for them to review and in the proposal among other things is a public option plan. While all the details are not yet clear it seems that the public option plan being proposed would be a national health insurance option that would be available through state health insurance exchanges effective in 2013. What does all that mean? The proposal provides

a sliding scale affordability credits to low and middle-income families to purchase medical insurance. It caps out of pocket expenses to protect people from medical bankruptcy. The public insurance option increases competition in areas where private insurers dominate intended to drive down the cost of insurance. If you happen to lose your job, retire, or work part time, you will still have access to affordable health care.

One of the other reform proposals is employer mandated insurance. Non-union firms that do not currently provide coverage would have to provide coverage or pay into a fund to finance coverage for uninsured workers. The bill requires all employers to offer the kind of benefits that most large employers currently offer and to limit out of pocket expenses. This floor will prevent employers from shifting workers into subsidized plans and will provide all workers with health care.

We must try and contain costs. An estimated 5 to 10 percent of health care premium costs come from

paying for health care for the uninsured. Expanding coverage lowers the overall cost of health care. If we can lower the cost of health care there will be that much more for raises, pensions and other benefits for workers. We need to have the reform that will base payments to doctors on the quality of health care they provide not the quantity of procedures they perform.

There is also a proposal to prohibit insurance companies from dropping or refusing coverage to people with pre-existing conditions or who become seriously ill. It also protects our families by extending coverage for children through age 26 and prohibits price discrimination on the basis of gender or health status.

We have all experienced the rising cost of health care through our wage allocation meetings, we pay more for less. It is time to act and get involved. We cannot afford to keep the same health care system, it's broken and we need to fix it.

Health care reform NOW.

Director of Organizing



John Sherak

Another one bites the dust

NBC General Contractors Corporation is an Oakland based construction company that was working on several large publicly funded projects in the city's downtown area. They have now been slapped with a lawsuit by former employees seeking millions of dollars of underpayment on prevailing work.

NBC General was a topic of discussion with Work Preservation Fund and District Council 16 Organizing Department. It was becoming more and more frustrating trying to determine how NBC General could beat our union contractors on a public works project by large sums of money.

District Council 16 started investigating multiple publicly funded projects including several schools in Alameda, El

Cerrito City Hall, Walnut Creek City Hall, Sanchez Elementary School, and many more. We pulled certified payroll records and determined that there were multiple discrepancies with the records. Unfortunately, many of NBC General's employees did not speak English and would not come forward to file a complaint.

The International Brotherhood of Electrical Workers Local Union 595 also had an ongoing investigation on these projects. Unfortunately, they had the same situation we did until it made contact with a Cantonese speaking Organizer who understood the language and culture of many of the NBC General workers. It turns out that NBC General was working them extremely long hours, seven days per week, with no over time, no meal breaks, and misclassified the employees to pay them at a lesser rate. NBC General has been working on public works for years. They were a sub-contractor on the Fox Court housing project, an affordable housing development in Oakland, as well as general contractor on a re-model at Beginners Inn Restaurant at Laney College, a library on 81st Avenue in East Oakland, and a renovation of the College of Alameda. All should be completed this year. These current projects represent approximately 30 million dol-

lars of work.

The suit which was filed July 17th in Alameda Superior Court seeks to represent a group of what is probably about 150 workers who worked on NBC General projects for a period of four years, from July 2004 to present.

I would like to thank all the building and construction trades unions who participated in monitoring NBC General's job sites. This has been a joint effort between the unions. Each of us has a common goal to create jobs for our members and create a level playing field for our signatory contractors.

Organizing Department Update

With the construction industry still slow we have managed to keep our organizing effort at full throttle. I would like to thank VAC participants for helping us at the picket lines. As you know we are utilizing the Market Recovery to its fullest. We have already secured another 62,723 painter hours, and 30,230 floor covering hours. The new District Council 16 Glaziers Market Recovery Fund is on schedule and will open the first week of January 2010. Since the last article of "The Pride" we have organized more contractors: 5 floor covering, 10 drywall, 14 painters, 6 glazing, and 1 machinist, for a total of 36 new contractors.

Hello Brothers & Sisters:

A lot has taken place in the last three months.

The STAR program presented a "Survival of the Fittest" class by author Mark Breslin which took place at Chabot College in Hayward. Members who attended were getting trained to have what it takes on the jobsite and learned information on the future of the union movement.

Our International Union's Thirtieth General Convention took place in August 2009 in Las Vegas, NV. Our General President and his staff were re-elected to office for another five year term. During the convention, our amended constitution changes and

District Council 16 and Local 12 Members:

This article will be the last of this quarter and the calendar year 2009, so let me say to all of you to please have a wonderful Thanksgiving, Merry Christmas, and Happy New Year. With the holidays coming up please be safe out on the roads and at your various celebrations.

The work picture continues to be problematic, but I am confident that by next spring things will improve. As for right now, it would appear that our Market Recovery Program has saved our bacon. The Director of Organizing, John Sherak said that we were able to secure a lot of work that otherwise we would not get. Even with the economic

resolutions were voted on and passed.

This past Labor Day the Alameda Labor Council held its annual picnic in Oakland, CA at the Martin Luther park. The food was prepared and cooked by the area firefighters. This is one of the few times all labor unions and their families come together in unity and show their support for all of labor and also have a good time. The key note speaker was Senator Barbara Lee followed by a host of public figures. This event raises money for the hardship fund to help all union members in need. The 26th AFL-CIO General Convention was held in Pittsburg, Pennsylvania and was represented by 42 International Unions. President John Sweeney

problems out there, we are still securing a lot of future work. I believe this is a testament to the skill level of Union workers. Please remember that it is incumbent upon each and every one of us to look in the mirror and assess our current status in this industry with respect to how skilled and educated each and every one of us are. Are all of us certified in as many categories as possible? Do we give our employers the flexibility to dispatch us onto jobs in all facets of floor covering?

As many, if not all of us know, the District Council has started the STAR Program. This program, properly implemented and with maximum participation by you the working men and women, can be a pathway

retired and Mr. Richard L. Trumka was voted in as the new President. Many resolutions and policies were passed, one of them being Diversity in the Unions in which the delegates unanimously passed this resolution. A diverse movement calls for diverse leadership and with this women and people of color have been elected to leadership within the AFL-CIO.

Thanks to the members who showed up for the Hayward vote on a PLA. I would like to give a special thanks to member, Patrick Britland who did a great job on the Plumbers & Steamfitters hall in Concord.

Fraternally,
Carl Jones
Business Representative

to a work force that is more productive and safer day to day with a higher skill set. This would have the effect of making us more profitable to our employers with less stress amongst the workforce, thereby allowing us to continue to command the highest wages and benefits and to expand our market share. I cannot stress enough to each and every one of you how important it is to you and your families to enroll into the STAR Program and educate and upgrade your skill sets, whatever they are.

Fraternally,
Gene Hopkins

At our Local 83 membership meeting we honored our brother Richard Bergeron for his 30 years of service to the union. He spent many years as a valued Painter in the Bay Area ending as foreman at the St. Regis Hotel in San Francisco. He's enjoying his retirement and is still an active participant in Local 83.

Thanks to all the VAC members who volunteered their time helping our candidates with their campaigns. The Volunteer Activist Committee is a vehicle for you to support causes that are pertinent to our community. For those members who haven't volunteered yet you can do so by contacting Local 83 or myself.

The General Convention which was held in August has

presented us with new changes to the constitution. This means there will be new by-law changes and our by-law committee will be hard at work re-writing our Local 83 by-laws to bring them into compliance with the new changes. We are grateful to the committee for the hard work that this will take. These changes are currently being discussed at our monthly meetings. After the committee has finished the Local 83 membership will have a vote to ratify the new by-laws. Watch the mail for notification of the Special Call Meeting time and date for the vote.

Congratulations to the members who have started on the STARS Program! Everyone should take advantage of the benefits

of the STAR Program. Register online at dc16star.org or call the hall. As you know, the 'Survival of the Fittest' hits home with the idea that you, as an individual and as part of the team, can make your work a safer, smarter and more productive atmosphere. A team effort works every time. To quote Jesse Owens, "Winning starts with complete command of the fundamentals. Then it takes desire, determination, discipline and self sacrifice we need to offer "High Performance / High Value" especially in these tough times. Work ethic, commitment and attitude are the cornerstones to our commitment to quality, excellence and value. Upholding the reputation of the "Union Yes" promise.

Les Proteau

Dear Members:

In these uncertain times our working hours are far below average, as many of you are experiencing. It is of the utmost importance that we seek out every work opportunity for our members that can be found. To this end, it is critical that those of you that *are* working examine your jobsites for any potential of our work being assigned to others. When you are on a job, take some time before or after your shift to look and see if there is related work present on the job that is not a part of your employer's contract. Skylights, shower doors, mirrors, interior glass, caulking, automatic doors and handrails are often separated from the perimeter glazing package for a separate

bid. When you find work of this nature, bring it to the attention of your business agent at the local. Every hour of work we can recover from going away from our union members helps.

If you find yourself out of work, this is an opportunity for you to refresh your certifications and engage in any training opportunities that we offer through both the DC 16 STAR Program and the JATC. The ability to brush up on your skills and maintain current certifications is one of the tools we provide ourselves with to maintain our position as the source for the best glaziers in the industry. This only works if each of you takes advantage of the training offered. Being the most qualified and productive

member on the job can go a long ways towards keeping you employed. Also, it is very important for you to keep the local union aware of your work status. Be sure to request a referral whenever you start a new job.

Our membership reviewed our finances and decided we could still afford to hold our annual Holiday Party, although we will be scaling back somewhat on the size of the raffle. Look for an announcement in your mail.

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

Ron Kessler

Happy Holiday Greetings:

The Monterey / Santa Cruz Building and Construction Trades are speaking with elected officials and after having a meeting with labor we will pursue Project Labor Agreement Policies (PLA's) in numerous jurisdictions in our area, if this works this will mean more work for you and other Union members in the area. Jurisdictions will be selected where we have sufficient political strength. We are receiving a lot of cooperation from Monterey / Santa Cruz Central Labor Council and the Hotel Restaurant Employees Union (HERE) regarding this matter.

By this time, everyone has

received the letters explaining the changes in the Bay Area Painters and Drywall Finishers Pension Plan. The Trustees had to make some tough decisions. I make myself available to all my members that may have any questions, please feel free to call me and stop by the office. I want all of you to be able to understand your plan, so that you can plan out the future.

As I write this article for the Pride, I looked back on previous issues in which I talked about hours being down. Well unfortunately, they are still down. I was hoping that by the time of writing this article that I could optimistically say that things are better and hours are up, but in fact they are still flat. I cannot stress the importance

of notifying the local when you are out of work. I do get out of the area contractors that are awarded work within this jurisdiction. And if your name is not on the out of work list I can not enforce stipulations within our contract, mainly the 50/50 clause, and put people to work.

No article is complete without reminding you of the STAR Program. For all you members out there, take the time to get into a class. It will only help you in the future.

By the time this article reaches you, we should be well into the holiday season. Hopefully this finds you and yours all well and good. Lets hope for a better 2010.

John Papa

Brothers and Sisters:

We locally as well as state and nation wide are suffering from some of the highest unemployment rates in our nation's history. Contractors from all over the state are traveling farther away from there geographic areas to bid on work, for example three schools in Fresno Unified just went out to repaint bid and there was 19 contractors at the pre job walk, four of them were from the Fresno area all the rest of them were from out of town, one as far as San Diego. These are the challenges that Union Members and Contractors are facing in our industries today.

This is why it is very important to be the best at what we do

and one of the ways to do this is training. I want you all to know that even though we don't contribute to the STAR Program you are still able to attend the training courses. You can pick up a copy of the schedule at the local or you can go online at www.dcl6star.org where you can obtain class information and sign up.

Robert Snyder and I were very honored and happy to serve as delegates of District Council 16 to the 30th General Convention of the IUPAT. It was very interesting and a valued learning experience. There were a total of 859 Delegates seated for the convention where we listened and voted on resolutions and heard out grievances and

appeals. We also had the privilege of casting our vote for General President James A. Williams and his slate of officers which included General Vice President Ray Sesma assigned to the Western Region. There is no doubt in my mind that General President Williams and his slate of officers will give 100% to the members of this Union in moving forward to make the changes that will make us stronger.

In closing I would like to continue to urge all of you to attend the regular Union meetings the first Tuesday of every month at the Union Hall at 5:30pm. Remember HIGH PERFORMANCE /HIGH VALUE!

Jeff Roberts

Local Union News

Dear Brothers and Sisters:

Let me start by congratulating Trevor Cecil who was recently awarded one of the five Walter Cantrell Memorial Scholarship Awards for the year 2009.

Trevor's father, Loren is a long time union painter at Kaiser Hospital.

The annual Local 376/741 picnic was held at Rankin Park in Martinez in September. There was Good times, music, food, drinks, games and prizes. Thanks to all the members who volunteered to work at the picnic and make it another huge success.

We recently had another success story with a V.A.C. event with three Building Trades affiliates

and lots of Union members standing in protest at the Silverado Country Club in Napa. The Concerned Citizens (non-union contractors) hosted a strategic planning conference on how to fight Project Labor Agreements and the Free Choice Act. Two large blowup rats, rat balloons and "no rat" picket signs were everywhere to be seen. Even the Napa County Sheriff Department cooperated and allowed the rats to remain for about three hours. Great message sent to the A.B.C.

The economic downturn continues to take its toll on everyone. One way to stay ahead of the curve is to be the best you can be and continue to upgrade your skills, training, certifications, etc. This is

available through the STAR Program and be sure to take the Survival of the Fittest class so you can qualify to participate in the October 2010 event. In closing, we continue to work on collective bargaining enforcement, Project Labor enforcement, organizing and new Agreements to secure work hours and opportunity for employment.

Haden Blaylock
Regional Director
District Council 16

Local 487 had a good turnout of members to the Survival of the Fittest training held in Sacramento on October 3rd. I have had some extremely positive feedback from some of our participants who attended this very valuable training and I most certainly appreciate your commitment to the STAR Program. Drywall Finishers, now that you have the required Survival of the Fittest Training under your belt please review the schedule of available classes I sent to you and get signed up for additional training so that you will be able to attend the annual Rewards Event.

Local 487 will again be hosting our annual Year Ending Dinner in December. The event is on our regular Union Meeting night

which is Monday, December 14, 2009, at 6:00 pm. You don't want to miss this fabulous meal and yes guests are welcome.

Our Painters working under the Sacramento Addendum to the Northern California Painters Master Agreement ratified the two year contract nearly unanimously on August 31, 2009. We had a huge turnout for the vote and excellent participation throughout the process. These negotiations were extremely intense as well as time consuming and as I reported to you in a previous issue of the Pride that if you involved yourself in the process which you did the outcome would be a positive one which it was. We owe a special debt of gratitude to our Business Manager/

Secretary Treasurer, Mr. Doug Christopher and Director of Service Mr. Tim Davis for their support throughout the process and their direct involvement in the 11th hour, as we headed for what looked like an unavoidable strike.

We are continuing our Journeyman Upgrade Training for Painters in Sacramento and Modesto and it is important that you continue attending your classes and keep yourself certified. More and more of our industries are requiring it. So show up, participate get yourself trained and certified as we strive to be a High Performance/ High Value Trade Union.

Steven L. Caster
Business Representative

Local 376

Local 487

Dear Members:

At the September monthly meeting the motion to cancel the December meeting was approved. There will be no meeting for Local 507 in the month of December, due to the stress and congestion of the Holiday season. The Executive Board also put much thought into the cancellation because of the cost of our usual December meeting. They chose to recommend the cancellation to remain financially responsible in these hard times.

Times are tough all over and hours are hard to get. That is why it is necessary for all members to take full advantage of the "STAR" Program. The "STAR" Program's ability

to get the membership better trained is the way to insure your employability in the future. The local and District Council elections will be in June 2010 these elections are for all executive board members and District Council Representatives.

This local is looking for young energetic members who want to get involved and become "High Performance / High Value" members. Jose Espinosa is stepping up and currently working as Local 507's VAC Coordinator. Now is the time to get active and make changes in our community for the better and we need to get involved politically which includes phone bank, walk precincts, so let us change the future. You can check the VAC calendar at

WWW.DC16IUPAT.ORG for future events.

The Local 507 summer picnic 2009 was a great success. 466 members and their families came to our largest picnic yet. There were three raffles held, there was an early bird raffle to encourage members to arrive before 11:00 a.m. then there were two afternoon raffles this was when the good gifts were raffled from IPODs to LCD TVs, alarm clock radios, and Home Theater Systems. For the kids super soakers were given to the first 150 kids who came through the gate which made this picnic our largest and most successful.

James Hewett
Regional Director
District Council 16

Dear Sisters and Brothers:

As we had predicted, 2009 has turned out to be a slow year in the construction industry for Northern Nevada. A recent study done by the Center for Regional Studies at the University of Nevada, Reno stated that "By mid-2009 the Reno-Sparks area had earned the dubious distinction of leading the nation in percentage loss of construction jobs". The study goes on to say that in construction we have seen "a 33% decline in an industry that has already shed over half of its jobs since the markets peak". A check of our records shows that our members have seen the same percentage in reduction of hours worked, during the same period of time. All of this data taken together proves to us what

we have been saying all along about our progress. Our union and its signatory contractors are not losing market share but have lost a good portion of something that we have no control over, a construction industry to work in.

Even as the economy in Northern Nevada continues to slow, we continue to position ourselves to take advantage of the upcoming turnaround. Here is the good news from 2009: Our training program was awarded a Workforce Investment Act grant worth nearly \$83,000 for this fiscal year. We signed several new contractors giving our members more work opportunities. Our contractors have continued to get re-do and remodel jobs. Our Market Recovery Programs have been successful in helping

our contractors secure many new projects. Our training program, with the help of the STAR Program, has risen to the task of offering enough training so that each and every member could earn an OSHA 10 card and continue working in their trade in 2010. We began the District Council 16 STAR Program to give you the skills and attitude to be the High Performance/High Value member representative of our District Council.

I would like to close by pointing out what history has taught us about recessions. They create a pent up demand for our services and that better days with more opportunities lie ahead.

Todd Koch
Regional Director

Local Union News

Dear Members:

In a recent San Francisco Chronicle newspaper story that featured pilot Chesley Sullenburger (The Bay Area pilot who safely landed his plane in the Hudson River) "Sulley" describes himself as an "out spoken union advocate". The Chronicle newspaper story did all it could to keep that fact out. Which brings me to the fact that, 57 million men and women if they had the opportunity given would like to have a union in their workplace for a chance to secure fair wages, affordable health care, improved working conditions, and better rights on the job. So why don't these workers have the basic protections of a union?

It's time the truth got out. Anti-union organizations and for-profit "union busting" consultants have greatly contributed to workers experiencing enormous obstacles when trying to form unions. The rise of these groups over the last few decades, their multi-million dollar budgets, and their escalating attacks are no coincidence it has been the result of a decades-long plan from right-wing ideologues bent on dismantling labor organizations who are the very ones responsible for advancing the social and economic interests of America's workers.

As many, if not all us know the District Council has started the STAR Program. This program, properly implemented and with

maximum participation by you the working men and women, can be a pathway to a work force that is more productive and safer day to day with a higher skill set. This would have the effect of making us more profitable to our employers with less stress amongst the work force, thereby allowing us to continue to command the highest wages and benefits and to expand our market share. I cannot stress enough to each and every one of you how important it is to you and your families to enroll into the STAR Program and educate your skill sets, whatever they are.

Dan Angel
Business Representative
District Council 16

Greetings Brothers and Sisters:

We held our joint Local 741, Local 376 picnic and it was a great success!! I think the members of both Locals thoroughly enjoyed the joint participation in the picnic as they can visit with and get to know member's of our other locals. Brother Shakir did a wonderful job supplying the sound track to our picnic. Thanks to Francisco Fallon for running the horseshoe tournament and a special thanks to Charlie Richards and family for running the booth and Brad Myers for running the children's events. A final note of thanks to the administrative assistants of the locals, Genie from Local 376 and Liz from Local 741 and Liz's daughter-in-law Mellisa

who put together all the kids grab bags. The picnic could not have been a success without them.

The main effort of the Local 741 VAC team in the last few months has been working on the 10th Congressional District Special Election. Local 741 and District Council 16 strongly endorsed Lieutenant Governor John Garamendi and the members of Local 741 responded. I cannot point out all the participants who helped, but special thanks to Chris Fallon, Gilbert Dwight and family, and Excequias Calles for giving up so many weekends to campaign. By the way, WE WON THE ELECTION!!

On that note, we are finishing up this special election season and headed right into the midterm

elections next year. If you want to make a difference please come and volunteer when called. One person can make a difference. We need friends in our local government agencies.

On a personal note a big congratulations to Shakir and Isalana Villalobos as they are expecting their fourth child. In closing I would like to point out that Agent Haden Blaylock and retired Agent Elmer Kennessey were thoroughly beaten in the picnic horseshoe tournament by Local 376 member Donald White and his wife, who eventually ending up winning the tournament.

Fraternally,
Richard E. Kennessey

Dear Brothers and Sisters:

As the year draws to a close and a new one will begin we all continue this battle together. As far as work goes last year was just this side of terrible for a number of our members, even worse for others. We can only hope that things will be turning for the better soon and we can all get back to work.

I am proud to say I am a 767 member. I am proud to be part of a group that continues to be dedicated to their trade and their union. In good times or in bad, you members continue to step up and participate when and where you are needed. I get plenty of calls from you wanting to know where you can help. Your participation in union activities

is what builds a bigger and better union. And in the bigger picture I am proud to say Local 767 is part of District Council 16, and all that it offers. We are recognized as a leader in the way we do business and it shows when you look at how successful we have been. It is something to see as you walk onto a job site, all the DC 16, 767, 487 and 1237 shirts and hats, and see the guys working together and knowing they are part of a Union that works. This is your District Council and you too should be proud to wear the colors.

Your participation in the VAC has been outstanding. Whether you participated in one event or a number of them, the turn outs have been great. We have more members calling for and setting

up events. We have quite a few new comers that encourage more new comers. Keep up the good work you do.

Your participation in STAR is off to a good start. Many of you took upgrade classes because you needed them prior to STAR, but remember there are other classes available you may still need. Even with the few glitches we have endured, your continued support is making this program a success. If you have not participated in this program, you are missing out. This program should be part of your commitment to High Performance with the rewards of High Value. Only you can want to make yourself better.

Daniel Belau

Dear Members:

I am always asked why our members pay dues. I thought I would take this time to compare Union and non-union dues.

As a valued member, what does paying Union dues get you? A great wage when you work, health care for you and your family, a pension, annuity and vacation/holiday plan, as well as, apprentice and journeyman upgrade classes, are the benefits you receive. In addition, you are afforded Union representation on issues pertaining to grievances, working conditions and rates of pay.

In contrast, non-union workers don't receive the same wage or fringe package as Union

members. The top paid non-union worker, that I've spoken to, is making around \$25.00 per hour with little or no benefits let's say this non-union worker has a \$5.00 per hour benefit package that equals \$30.00. The total package for our Union members ranges from \$53.00 to \$57.00 dollars per hour. That's a difference of \$23.00 to \$25.00 dollars per hour that is paid as NON-UNION dues!! Plus, if a non-union member works full-time, that is 160 hours with no overtime. So let's do the math: 160 hours times \$25.00 per hour equals \$4,000.00 dollars per month non-Union dues. If you are a member of Local Union 913, your counter dues are \$43.00 monthly plus sixty-five \$0.65 per hour for dues check-off. That equals \$104.00, if you

work 160 hours X \$0.65. So dues check off plus counter dues equals \$147.00 monthly. That is less than a day's wage. You can tell, from this article, that a Union member earns \$4,000.00, per month, for belonging to a Union, while performing the same work. That's why it pays to be a HIGH PERFORMANCE / HIGH VALUE member of District Council 16.

Congratulations to Victor and Gina Cabezas who recently became the proud parents of Linda Marina Cabezas!

James Ruigomez
Business Representative
District Council 16

Local Union News

Dear Members:

The economy has really hit the work picture hard this year and our Local Union. These hard times have really affected our membership and their families. We are experiencing a lot of our members being laid-off so please make sure that if you are one of these members and you are laid-off you must keep up with your out of work dues so you don't get dropped and end up having to re-initiate. Also it is important to make sure you have all the proper information on your beneficiary card on file. We experienced a problem with a member who passed away and did not have a card on file and the family was not able to receive his benefits. Remember if you are off of work due to being on

disability don't forget to call the office to get your dues reduced for the time your off work.

Let me update you on the SFHA negotiations, we are still at it fighting hard to keep what we have and deliver a package that will benefit our members and as soon as we come to a tentative agreement I will be having a meeting with all the SFHA members to go over the terms. For all the Kelly Moore Paint workers the medical has been increase another 15% for next year and I will soon be setting meetings with management to negotiate the increase, and will be keeping you informed. I am also in negotiations with Tri City Auto Shop, Delta Sandblasting and UCSF wants a salary reduction due

to financial problems. I am also dealing with the drug policy that the city wants to enforce and I will keep all of you informed.

I am sorry to announce due to the economic impact on the Local Union we felt it necessary to cancel this year's Holiday dinner, we hope to have a better year next year so we can keep the holiday tradition.

Wishing everyone Happy Holidays,

Jose Santana
Business Representative

Dear Members:

Rumors are defined in the Webster's Dictionary as general talk not based on definite knowledge; mere gossip and hearsay, I bring this issue up because we have members that do not attend Local Union meetings and then take it upon themselves to share information that at times are not correct on subjects that may have been discussed at the Union meetings. The Local Union meetings (1st Tuesday of every month) is the place to address questions or concerns you may have.

We commend those of you who participated in the Mark Breslin Survival of the Fittest seminar on October 3rd. The seminar gives us alternative perspectives

as to how we should adjust our way of doing business with our employer partners as well as taking responsibilities for ourselves. We believe that the training available through the STAR Program will increase your value to our employer partners. Local 1237 members are not currently contributing to the STAR Program as of yet but the training is available to you regardless, take advantage of training opportunities to become the High Performance / High Value member. We will be addressing the STAR Program at our next contract negotiations.

Thanks to those of you who have participated in the Volunteer Activist Committee (VAC) events this last year, your participation along with all the members of

District Council 16 makes this program a success. Upcoming events will be scheduled on the District Council 16 web site (www.dc16iupat.org) click on to calendar of events and you will be able to see ongoing events you can participate in.

The District Council 16 Northern California Journeyman and Apprentice Training Trust Fund awards ceremony was held on October 17, 2009. Congratulations to this years Journeymen Class, remember you now have the responsibility as Journeymen to ensure that the next generation of apprentices receives the best training and knowledge that you can offer.

Vince Echeverria
Regional Director

Dear Members:

All of us at Local 1621 should take time to congratulate our NEW Journeymen class graduates for this year. The following members have finished their apprenticeship: David Bojorquez, Xavier Cabrera Jr., Daniel Da Rosa Jr., Ryan Gordano, Aaron Hernandez, Vincent Jolissaint, Bijan Khaleghpanah, John Maloney Jr., George Murphy, Raul Sepulveda, Raymond Smith and Peter Walsh Jr. It is with great pride that I say Job Well Done! May I be the first to welcome you as Journeyman Glaziers.

Things have been continuing to slow down as fall begins. The out of work list is growing daily and the work picture is some what

bleak for the next two months. I am being told by a few shops things will get a little better around February or March but that doesn't mean we are out of the woods. What it does mean is that if things at the shop are slow or you are currently not working, now is the perfect time to start taking your STAR classes. Upcoming classes on the schedule are OSHA 10 and 30, Booms & Lifts, Scaffold, Rigging & Hoisting, 1st Aid/CPR/AED, and Sealants & Caulking. High Performance/ High Value means more money at negotiation time as well as being the best Glazier you can be. The more training that you have under your belt, the more marketable you become to our employers. This could be the edge you need to secure employment. Don't let

this opportunity pass you by.

Your "VAC" volunteer Activist committee is looking for help with all of the races going on from school boards to the Senate, now is the time to get involved. Our South Bay VAC leader is John Hughes, you can reach him at Local 1621 (408) 266-1302.

Local 1621 wishes to extend its deepest sympathies to the family of Brian Deering Sr. Brother Brian passed away on September 21, 2009 and will be deeply missed. We will continue to keep all of you in our thoughts and prayers.

Fraternally,
Steve Huckaby



There is over 600 years of experience in this one picture. It was a proud moment for me, James Hewett, to present the retirees with their certificates and service pins. Left to Right: Steve Brinkman 30 yrs, Ed Leglu 45 yrs, Emilio Lopez 35 yrs, Joe Torrez 50, Joe Zapien 45 yrs, Billy Montoya 45 yrs, Johnny Grand 40 yrs, Geronimo Romero 40 yrs, James Hewett District Council 16 Regional Director, Robert Hernandez 25 yrs, Ernest Lopez 40 yrs, Jerome Downey 60 yrs, Carmine Di Sibio 45 yrs, Jess Sigala 40 yrs and William Dirks 40 yrs.



District Council 16
2705 Constitution Drive
Livermore, CA 94551

Sometimes the University of California, Santa Cruz is also known for its outdoor libraries

