49ers Stadium
Santa Clara

On the cover:
St. Patrick’s Day Parade
San Francisco
I would like to start this article by thanking and congratulating our former General President James A. Williams on his retirement. As I was in attendance at our recent General President’s Advisory Committee (GPAC) meetings General President Williams took the time to reflect and share some insight on where our organization was headed and the accomplishments he and his leadership team has achieved under their direction. There is not enough time or room to list all those things that were shared but to recap some, the policies and programs such as the financial state of this Union is the best it has ever been, moving headquarters to Maryland along with the Finishing Trades Institute, becoming a political force that had been nonexistent and the fact that we may not be the biggest labor union but we are known throughout the Building Trades to fight outside our weight class and hold our own is a huge testament to the leadership of James Williams.

“General President Rigmaiden has served in an executive leadership role under James Williams from the beginning and has established himself over the course of those years as a leader among leaders. We are equally as proud to call him one of us as he is a proud member of Local 12, District Council 16.”

Though change in our leadership has begun I am equally excited and proud to have participated in the process along with my fellow counterparts across the United States and Canada in the unanimous endorsement of now General President Ken Rigmaiden to serve as our leader. General President Rigmaiden has served in an executive leadership role under James Williams from the beginning and has established himself over the course of those years as a leader among leaders. We are equally as proud to call him one of us as he is a proud member of Local 12, District Council 16. I look forward to working with General President Rigmaiden on his policies and programs and moving this Union forward.

Now let’s get started on accomplishing our own agenda. Smart Choices/Healthy Rewards as of now all of you active members should have received the latest communication from your Health and Welfare Trust Fund. Inside that envelope is everything you need to help you and your family achieve better benefits and healthier lives not to mention helping in controlling costs. We as a membership failed last fall and it’s time to act!!! and the good news is that it’s not too late.
I am asking you to take advantage of the very things you as members have been asking this leadership and trustees to achieve. We have all worked hard in implementing new programs in our health care plan to better serve our members and it starts now. Simply start by filling out the promise and election form on behalf of you and your spouse and complete your “free” biometric screenings by May 31, 2013 and let the benefits begin. I urge you to get the facts about this new and improved plan by contacting your Business Representatives, trust fund office, and attending your local union meetings to ask questions.

If you have already taken advantage of the new Smart Choices/Healthy Rewards program last fall as my wife and I have, THANK YOU!!! It will be nice to hear about the rewards our members will be able to utilize later as a result of having started in this program since January 1, 2013.

I would like to take this opportunity to thank all those members who have served and will be continuing to serve on our Local Union Executive Boards, Officers and delegates to central bodies. I look forward to working with our future and existing leaders in the coming years.

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As an update from my previous pride article, the purchase of a building in the South Bay region representing Local Unions 12, 507, and 1621 has been going extremely well. The Business Representatives, Local Union Officers and delegates of these Local Unions have represented their membership and this District Council proudly and have demonstrated patience and hard work. Their hard work in performing their duties over the years has put them in a position to have our membership being proud owners of a facility that they can call their own. I would like to thank all of you for recognizing the needs of our members and to tell you, you have done a great service to us all. The same situation in our Local Unions in Oakland looks like it will produce the same results for our members. At this time there is still some due diligence to accomplish but the east bay team is anxiously awaiting word that they will be moving into our Apprenticeship building and has done an excellent job in trying to satisfy not only the needs of our members but other building trades crafts that occupy the existing building with us as well. We will keep you informed as it progresses. Our San Francisco Local Unions are also getting excited that they will have the opportunity to lease a portion of the Sheet Metal Workers building on Market Street in downtown San Francisco. This building has more accessible parking, in a prime location and we will be able to access bigger meeting rooms and transportation options. Also, congratulations to Jessica Cochrane, Administrative Assistant of Local Union 718 for her anticipated birth of her new child in the month of May.

Fraternally Yours,

Chris Christophersen
Business Manager/Secretary-Treasurer
District Council 16
We are well into this year and have seen an increase in jobs for all our crafts. This is what we have been waiting for. We always say it’s all about you the member, your jobs, your hours. Now that the jobs are here, are YOU ready to fill the jobs? The answer to that question needs to be YES!

Ask yourself: Do I have my certifications and skills updated as required by so many contractors and by the Collective Bargaining Agreements? (OSHA 30, booms and lifts, first aid/ CPR, CAS training and Supervisor Certification Training). Have you attended and completed the classes to upgrade your skills? Have you stayed informed on all the issues going on at the local? Have you signed up for the Smart Choices Healthy Rewards? I know it’s repetitious, but there is a reason I repeat these things over and over. It's not getting done!

I hear the same comments come from out of work members complaining they can’t get a job or keep a job. “Why is my health insurance only 3 months instead of 6?” I also hear the same complaints from the contractors, superintendents and foremen; “Why can’t you send us qualified journeymen or apprentices that can show up on time and do a day’s work? I have tried motivating and making everyone aware of one thing; **You have to do it!** Get trained and up to speed with your skills and up to date with the knowledge of your trade. Know what’s going on and don’t rely on second hand information but first hand by attending your local meetings.

“I have tried motivating and making everyone aware of one thing: **You have to do it!** Get trained and up to speed with your skills and up to date with the knowledge of your trade.”

We are through the first year of the Supervisor Certification Training (SCT) 1, which is in our master agreements, and we are ready to start SCT 2. This will be the second phase of the program beginning in July. If you are a Supervisor, Foreman or leadman you need to have that Certificate to be in charge of a crew. Business Representatives will be out enforcing the contract and if you are running work you need that certificate. Along with SCT 2 we will still be teaching SCT 1, so it’s not too late to get into a class. As is stated in the agreements you must complete 16 hours of STAR training, 8 hours of SCT and 8 hours of another STAR class. Remember if you are new to the STAR program, you must attend and complete the mandatory class **Survival of the Fittest.**

By now all have heard about the Smart Choices Healthy Rewards program, hopefully you have all signed up for this and are on your way to the six month dollar bank and the road to a healthy life and a long career.

Remember if you have any questions please contact your Local Union Business Representative they are your advocate and are there to help you.

Work safe and treat each other with respect, you are the best of the best.

Fraternally,

Les Proteau
Director of Service
District Council 16
There is no doubt that the last 5 years have been the worst in the history of this Union. We have seen and caught so many sub-contractors cheating public works laws that it has become an unfortunate situation. This economy has forced so many sub-contractors into bidding so low, that it’s put a lot of subs in financial trouble. Unfortunately, this has also given the construction market an unrealistic pricing scale to the general contractor and the end user. With all the Unions competing for work it’s no doubt that there was going to be a lot of jurisdictional disputes and raiding of other Unions work. The attack on 9/11, the crash of the market in 2008, and all the financial fraud issues such as Enron and Madoff has been the most damaging to our multi-employer pension plans I have ever seen. I know as a trustee of the Floor Covering Pension Fund and as the Director of Organizing this has been one of the most painful experiences I have ever seen and have had to deal with.

We all know that politics plays a major role in the construction industry and we need to support the politicians that will support us in return. The first step in getting these projects started is at the Planning Commission level. Our political involvement on these boards and commissions is key to our success. As Union members, it is up to us to pay close attention to what’s going on in all of the areas we live in.

Here at the District Council 16 Organizing Department, we have recognized that there are going to be many new challenges in our organizing efforts in the future. It is extremely important that we stay totally focused on organizing. We know that this is the life blood of our organization which gives us the ability to level the playing field for our contractors in their markets we represent. We have been watching the Affordable Care Act being developed and realize that this will be an organizing tool if done correctly. Unfortunately, there are still a lot of unanswered questions about how it’s going to affect a non-union company that doesn’t have health coverage for its employees. I have been told that there will be penalties to the employers who do not offer coverage to its workers. The question we have is, which agency is actually going to monitor these companies, and do we really think the government is going to actually penalize them?

Now that the economy is starting to grow we can see our organizing efforts have been creating opportunities for our members. Those hours are so vital to our Pensions, Health &Welfare, and targeting programs. So far 2013 work picture is looking pretty good and we have already signed 5 new contractors.

John Sherak
Director of Organizing
District Council 16
Member Spotlight

Robert Avila

Robert Avila is the essence of “High Performance / High Value”. Robert was a very good painter working non-union for six years. He kept moving from company to company looking for the best wages and conditions. In 2005 Robert Avila joined the Union and did not look back. Robert has worked for Bayside Interiors continually since joining. He is a VAC Member and is one of those members who is always ready to assist on painting projects and phone banks etc., when he is called on. He attends his STAR classes each year and when asked, “What was the difference between Union and non-union?” His response showed his true colors. “Black and Gold”! Robert said, “No Comparison”. “The Union is great for me and my family providing healthcare, great wages, stability, training both for safety and skill improvement, and continual employment.”

Robert is 36, with a loving wife, Raquel. He has two children, Gaby age 12 and Elijah age 2. Robert wanted to add one last statement. “Becoming a District Council 16 Local 507 Union Painter was such a good opportunity I could not ever let it pass by. Thank you for all the Union provides.”

Gary Whittaker

Gary joined Local 487 in 1986. After completing his Apprenticeship he worked in the Sacramento area for just about every Drywall shop in town. As Gary likes to say, “I go where the work is.”

Not only is Gary Recording Secretary of Local 487 and a Union Activist he has recently developed trade specific training for Drywall Finishers using the Graco Mark 5 for Level 5 Finishes. Gary’s mentoring of our Apprentices over the years has made him a natural Craft Instructor.

He accepted an assignment to work as part of the 2012 Political Release Staff and worked hard to defeat Proposition 32. Gary has also been selected to travel back to Baltimore for some additional Instructors training at the International Training Center.

Gary is a proud father of 3; Ian-20; Karly-16; Abby-12 and an expert cyclist. It’s common to see Gary knocking out a 50 miler on any given weekend and later this year he will be pedaling from San Francisco to San Diego trekking all the way down the Coastline.

Local 487 is proud to recognize Brother Gary Whittaker as one of our High Performance/High Value members.

This section is dedicated to all Brothers and Sisters
Robert Snyder

If the phrase High Performance/High Value had its own definition in the dictionary you would find the name Robert Snyder right next to it. Robert was initiated into the Union as a member of Local 169 and employed by San Joaquin Glass on January 29th, 1988; He worked as a Foreman for them for the next 22 years. There is probably not to many buildings in Fresno that Robert has not worked on as he took care of all of the emergency board ups on top of the jobs that he ran, three of them being the Fresno State Library, St. Agnes Hospital and Grizzly Stadium now known as Chukchansi Park home of the San Francisco Giants triple (A) affiliate.

Robert served as Vice President for Local 169 for two years, and was active in the VAC. He was a member of the Easton Lions Club where he served as President for one year and a member of the Central Valley Sportsmen’s Club where he was declared Sportsman of the Year in 2010. While active in the Lion’s and Sportsmen’s Clubs Robert spent a lot of time raising money for worthy causes.

Unfortunately for Robert and District Council 16 a medical issue arose which forced Robert into an early retirement. Robert is the proud father of Ross Snyder who fought for his country during the Iraq war and Katie Snyder who is currently in college. He is also the very proud brother of Catherine, John and Ted Snyder who have stood beside him his entire life and have gone the extra mile in helping Robert deal with his medical issues.

In November of 2008 Robert was hired by District Council 16 and assigned to Local Union 294 as an Organizer. He assisted in the transfer of Local 169 members who are from Fresno to Local Union 294 and began several campaigns against his organizing targets. On one campaign against Robinson’s Floor covering out at St. Agnes Hospital, Robert deployed a steady stream of bannerings, projections, and street theatre.

Thank you Robert for all of your hard work and dedication to the members of District Council 16.
Three Months Remaining for 2013 Eligibility!

Have you completed your 16 hours of training? Have you attended a “Survival of the Fittest” lecture? Participants are reminded that if they wish to obtain an invitation to this year’s Mega Prize Raffle and Barbeque Family Event—you must have attended two days of STAR Training between July of 2012 and June of this year and “Survival” once in your STAR lifetime. This year’s event promises to be our biggest yet.

YOU DON’T WANT TO MISS THIS EXCITING DAY!

Class openings are available now and the STAR eligibility year ends on June 30th. REGISTER TODAY!

New Classes for the Next STAR Year!

The Program is excited to feature more new training and certification classes coming in July. Look for these new offerings:

Supervisor Certification Training II  The second offering in this series will add more valuable tools to the job runner’s toolbox.

Glazing Layout: An eight hour—in depth look into the skills required to layout today’s most complicated Glazing work. This class will be presented by retired General Superintendent, Joe Cardoza one of DC 16’s most experienced and knowledgeable craftsmen!

Haz-Com/Focus Four: Members taking this certification offering are provided OSHA safety training in hazardous communication and in avoiding the four most common and fatal construction site injuries.

ARE YOU RUNNING WORK?

All Members in Superintendant, Foreman and Leadman Roles are required by their respective contracts to complete Supervisor Certification Training I prior to June 30th, 2013. Contact our Office or your Business Representative today for more information.

REGISTER NOW FOR A CLASS IN YOUR AREA!
Director of Training

Alex Beltran

For those of you who don’t know me, I am Alex Beltran, your District Council 16 Director of Training. I am a Glazier by trade and have been a member of Local 767 for the past 17 years. As an apprentice, I first worked for Architectural Glass & Aluminum (AGA), then for ten years I worked for Sacramento Glazing.

I immediately became involved with the Local holding various executive board positions and I have been a Delegate to District Council 16 since 1998.

In 2008 I was hired as a Glazing instructor, and in 2012 I was asked by then Business Manager Doug Christopher to take the position of Director of Training.

Training and certifications have always been important to me and I am still constantly learning new products, processes, and teaching techniques in order to better serve the members of our Council. For example, I was one of the first Glazers in the IUPAT to become a Certified Welding Inspector and Trainer through the American Welding Society.

“My mission is to arm our members with the tools and knowledge to produce High Performance/High Value in their everyday work environment, in order to feed their families, and move our contractors forward in their respective industries.”

Here is a list of some of the other training and certifications I bring to the position:

- Teaching Techniques 1, 2 & 3 through Marshall University
- OSHA 500 Trainer
- First-Aid CPR Trainer
- HAZWOPR Trainer
- Confined Space Trainer
- Scaffold Competent Person Trainer
- Hazardous Communication Trainer
- Supersky swing stage certified trainer
- Rigging and Hoisting Trainer
- Booms and lifts Trainer

My staff and I are continuously seeking out new training opportunities for Journeymen and Apprentices which will benefit our members and our employers. For example we have had wallpaper hanging classes in response to a shortage of Painter members who have that skill set. For the Industrial Painters we have the Certified Application Specialist (CAS) training and certification classes, and for the Floor Layers we train in Armstrong, Florazzo, and Forbo products and applications. The Drywall Finishers have new processes and products for Level 5 finish and the Glaziers will continue to train in layout and various glazing systems and hardware. Reaching out to the manufacturers for training in specific products will give our members and our employers the advantage on the jobsite.

My mission is to arm our members with the tools and knowledge to produce High Performance/High Value in their everyday work environment, in order to feed their families, and move our contractors forward in their respective industries.

We have an open door policy, so if you need some training or skills upgrades, reach out! We are here for you.

Alex Beltran
Director of Training

“People don’t care how much you know, until they know how much you care.”

Theodore Roosevelt
The DC16 VAC participated again this year in the St. Patrick’s Day Parade in San Francisco. There were over 160 members and family members marching under the District Council and Local Union Banners. As we approached the judges stand they announced, “District Council 16 Painters and Allied Trades, these guys are a force to be reckoned with.” This VAC event was the largest event we have done that was not political in nature.

Left: Haden Blaylock Sr. retires after 35 years and 12 years as Business Rep. for Local 376. Haden receives a classic Les Paul Guitar from DC16 and Local 376.

Right: Haden Blaylock Sr. with two of his sons, Kieth and Haden Jr. (right)

DC16 PATCH donations are delivered to two schools and a Boys and Girls Club.
The 2013 VAC Banquet was held again this year at the Casa Real Winery in Pleasanton. Local Union 507 of San Jose repeated as Local of the Year, and Jose Espinosa, VAC Coordinator for 507 was the Activist of the Year by participating in more events than anyone else. Local 3 came in a close second, and will undoubtedly try again this year to bring the title to the East Bay. Everyone in attendance received a gift at the door, a fantastic family style dinner and drinks, and a raffle ticket with many great prizes. Thanks to everyone who helped out at this event.
The Walter Cantrell Scholarship

Investing in our families future and education

See the following page for application, rules and guidelines

Five $2,000 Scholarships available

Application deadline is June 15, 2013

Winners will be announced in July of 2013
Walter Cantrell Scholarship

Eligibility

Eligibility requirements for receipt of the Walter Cantrell Memorial Scholarship are as follows:

A) Applicants must be dependents (sons, daughters or legally adopted dependents) of any member who has remained in good standing as defined in the Constitution of the International Union of Painters and Allied Trades Constitution with IUPAT District Council 16 for a period of not less than one year.

B) Applicants must be under the age of 25 years, and must attend within one year of the date of award, a certified College, University, Vocational Tech/Trade School or other such institute of higher learning. Award winners must provide proof of enrollment in the qualifying institution of their choice within the period of one year of the award date, failure to do so will constitute a forfeit of the award.

Essay Process/Application Period

Scholarships will be awarded to eligible applicants based on the content of an essay to be written by each applicant. This essay will be written on a chosen subject matter as determined by the following process:

1. In the month of April in each year, all Board Members will submit a topic for essay consideration and the Chairman of the Board will choose from those the subject matter for the upcoming year’s essay. The essay topic and a scholarship application form will be provided to all requesting applications during the month of May in each year and essays will be accepted for consideration up to the postmarked date of June 15 in each year. All essays must be accompanied by the provided application form and this form must be completed in full. Essays are required to be no less than one thousand words without exceeding two thousand words and are to be typed or prepared using a legible word processing program (Microsoft Word or suitable alternate). Essays should not reference any personal relationships with members within District Council 16, Local Unions and Crafts.

2. This year’s essay topic is: **What actions can you take while attending college to promote the labor movement and how could your future career help secure labor rights for all?**

Any submittals not meeting the above requirements will be removed from consideration.

*Exception: Persons who have received a previous award from the Walter Cantrell Scholarship Fund are not eligible for consideration.*

Application Form

(Must be submitted with essay)

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<tr>
<td>SSN/SIN</td>
<td>List the College, University, Vocational/Technical School or other institution of higher learning you are attending or planning to attend.</td>
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<tr>
<td>Name</td>
<td>Briefly describe the course of study you intend to pursue and the educational goals you have established for yourself.</td>
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<td>Address</td>
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<td>DC16 Member’s Name</td>
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Mail To: District Council 16
2705 Constitution Drive
Livermore, CA 94551
Business Manager/Secretary Treasurer Chris Christophersen and Regional Director Business Representative Todd Koch of Local 567 were invited and attended the Presidential Inauguration and the Inaugural Ball in January.

Three hundred members of the Northern and Southern Nevada Building Trades along with other trade unionists rallied at the Nevada Legislature on March 27th to protest Assembly Bill 318. If passed, this bill would eliminate overtime provisions and raise the Prevailing Wage threshold from $100,000 to $1.5 Million on Public Works Projects.
When is it the right time and place?

If you were to add up all the District Council 16 Members and staff who administer, coordinate, plan and otherwise participate annually on our VAC events the number is in the several hundreds of people. For the most part, with a few exceptions the members show up with all good intentions of participating and representing this Council in public and being a part of one of the most progressive volunteer programs in all the labor movement. As a matter of fact, other District Councils in the IUPAT have taken our model of the VAC and sought to implement a similar program in their council.

With all of that said, there are a handful of District Council 16 Members who are driven for one reason or another to come to our VAC banquets and events to disrupt and disrespect the very structure and program that is the envy of many in the Labor Movement.

Sure, they will sign in, and accept a gift or a shirt and then go about their business of separating themselves from us and talking trash about our programs and leadership. All while breaking bread with us or marching under our banners like nobody is going to notice or say anything.

Considering that we are often in the public eye, or volunteering for a worthy cause or participating along with other Labor organizations in a rally etc., it provides some cover for these rogue members to carry on with their agenda of breaking us down and dividing us for their own selfish motives.

Unfortunately I have little patience for this kind of behavior as I am very protective of those who work so hard to accomplish our goals. Faced with this twice in the last two months, both with very different outcomes, I was informed that our events are not the right time or place to call these members out on their unacceptable behavior. So, my question to you is: When is it the right time and place?

Do we wait until the next event to see if their obstructive behavior may have changed? Or maybe we confront them off to the side or after the function to let them know that their behavior is unacceptable and will not be tolerated. Maybe the issue should be taken on at a Union meeting or a Council meeting. The truth is, I am not sure.

One thing I am sure of is that if you do nothing the chances are that this negative behavior will continue and possibly escalate and influence others to also behave poorly.

Former Business Manager/Secretary Treasurer Doug Christopher was able to wrap this concept up into the following words:

“Why do people continue to behave this way? Because we let them!”

We are undoubtedly an overwhelming majority of members who have all good intentions of moving our collective agenda forward, and we should not let a few disgruntled members think that they can disrupt our events or meetings and not be held accountable.

Mike West
Director of Communications
District Council 16
If you ask these DC16 Production workers who work for Royal Glass they will tell you that this is where the project really starts. Their hard work and craftsmanship in fabrication of the various glazing systems on this project is what keeps the Glaziers in the field working.

The new 49ers Stadium in Santa Clara has many DC16 members employed, and more coming on every day for the Painters and Glaziers. The Drywall Finishers are just starting to ramp up their manpower, and it is still too early for the Floorlayers. We will definitely be back to cover this project as it continues to progress throughout 2013.
New Home of the San Francisco 49ers
San Francisco-Marriott, Trinity Towers, AT&T Park

Above: Jerome Silva (12 years) with his father Lenny Silva (42 years) in the IUPAT hanging wallpaper.
I attended a DC16 Local Union meeting recently and there were many members present to take their oath of obligation during the Initiation Ceremony. It was great to see and bear witness to their promise to themselves and the Union. It reminded me of years ago when I spoke the words and started my career. I remember taking the oath, who gave it to me, where and when it was.

Taking an oath is something you should not do lightly. Like giving your word, it demonstrates an unwavering commitment. An oath is taken for many reasons and the concept is deeply rooted within tradition. For instance, religions are steeped in oaths. We take oaths in testimony to the facts in a court of law. Oaths are in politics and schools. We take loyalty oaths to an organization, institution, or state. We speak oaths of commitment to your spouse when you are married. An oath is either a statement of fact or a promise calling upon something or someone that the oath maker considers sacred. Usually there are witnesses present or we can call upon God as a binding witness of the promise or the truth. To swear is to take an oath, to make a solemn vow for something or someone you wholeheartedly believe in.

The essence of the oath taker’s own honesty and integrity is jeopardized if the oath taker fails in their sworn duties or promise. Therefore it involves greater care in thought before doing so. With that in mind, think of the power of these binding words: “I swear,” “As my witness,” “I pledge,” “I promise,” or “So help me God.” Those very strong words can empower you or be your undoing.

Often rituals are used when taking an oath like placing your hand on a book of scripture or a sacred object, while holding your other hand up. The Romans used an oath stone as witness through their pledge or truth. However, the chief purpose of such a ritual is for ceremony or to add seriousness and formality but the act itself does not make an oath. It’s the words that hold the oath sacred.

I suggest we all read the oath of obligation that will bind you to this International Union (on page 209 in our constitution). Then take inventory of your commitment to this organization and be ever mindful of the obligation you have taken. Within our oath you will find; “commitment, loyalty, organize, support and participate, obedient to authority, charitable in judgment, training, education and to value your honor” is just some of the content. With a conscious mind renew your oath - live your oath!

Get involved and attend your meetings. Participate in the VAC and STAR. Support your fellow brothers and sisters and be the example to all who witness that you are a High Performance/High Value Member.

It’s said that a person is only as strong as their word and a Union is only as strong as its members.

Lance Ryken
It is time to talk about the time limits as they relate to your rights in the workplace. The law does not allow workers or anyone else to sit on their rights. There are many time limits in bringing claims against employers.

The collective bargaining agreements all have grievance procedures. They all have time limits which are pretty short and pretty strict. Time limits vary from 12 days to 15 days for the filing of a grievance. The grievance is any complaint that a member may have regarding wages, hours and working conditions or virtually anything in the contract.

Unfortunately some members think that they can sit and wait for a long time before filing a grievance. It really doesn’t work that way. Unfortunately if you don’t bring a claim timely, the District Council will have to reject your claim because the District Council contracts all have short time frames to bring these claims to the attention of the employers.

These short time limits benefit all of us. They make sure that matters are handled promptly and fairly for all of us. We encourage you if you have any complaint to contact your business representative.

We also encourage you to make sure that you look at your contract and learn the time limit for filing any grievance. The District Council contracts are on the website and all can be found at: www.dc16iupat.org Review your contract and learn the time limits.

There are also other time limits for bringing claims that you can bring outside of our contract. For example if you think that you are being discriminated against based upon race, age, disability or many other characteristics, you generally have a year to file a claim before the California Department of Fair Employment and Housing.

The Union has 6 months to file a charge with the National Labor Relations Board.

We encourage you to keep this in mind and contact the Union whenever you have any issue or claim. Sitting on it for a long time will likely mean that you will lose the right to address the issue.

David Rosenfeld
Greetings Brothers & Sisters,

Recently Regional Director Vince Echeverria wrote an article regarding some of the tasks Business Representatives do on a routine basis. As I write this article I am in between meetings, beginning at 10:00 am this morning. Along with Reps from the IBEW, Plumbers, Laborers, Sheet Metal and Iron Workers, we met with five Berkeley City Council members to advocate for our members on several future projects. These meetings lasted until 3:30 pm. I have a meeting coming up at 6:00 pm at Oakland’s City Hall regarding a possible PLA for future work on the Broadway/Valdez corridor. I am saying this because a lot of what we the Reps of District Council 16 do on a regular basis is to do our very best at capturing work hours for our members. That is our number ONE mandate from our Leadership.

We also try to get appointments to Boards and Commissions that help to create policies that can affect our members. I was recently appointed by the Mayor of Oakland to the Measure (Y) Oversight Committee. It allocates funding for the Oakland Police Department and Oakland Fire Departments and helps to fund nonprofits that work with disadvantaged youths on counseling services as well as job training. Recently one of our own members, Christine Garrett, was appointed to the Community Development Block Grant Board. This board allocates Federal funds to nonprofit community organizations that provide services to Oakland youths and seniors. Christine was also hired as a “Street Heat” Organizer at the Alameda Labor Council and will be involved with mobilizing the rank & file of the many affiliates to political related events as well as supporting other labor related struggles. High Performance/High Value will be a reality if we strive to be the best at what we do day in and day out.

Until the next article work safe.

Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3

Brothers and Sisters,

I hope all finds you well. I am happy to report that there is an awful lot of work coming out of the ground! All up and down the Peninsula there are large projects getting underway. Did you know that Stanford University is building a brand new, stand-alone Children’s Hospital? From what I have been told Stanford will be spending about seven billion dollars on construction on its campus over the next four years. That translates to over thirty five million dollars in floorcovering projects. UCSF is spending similar numbers over the next five years. Apple will be starting construction soon on its new campus. Samsung is not far behind! Even Highland Hospital in Oakland is getting in on the trend. They are building a new wing at their Oakland facility.

In addition to all this, there are numerous empty buildings out there that were built when money was circulating like crazy. These buildings are starting to become occupied by expanding or new businesses that need interior walls, paint, and floorcovering.

If you are not working now, I strongly suggest that you upgrade your skill level now before the big crunch happens. New products, new installation techniques and new certifications are coming on line every day. Architects are specifying these new products and insisting on only certified mechanics performing the installation of these products. Also, government agencies are insisting on certifications concerning hazardous materials for the safety of all workers on any given jobsite. Businesses will be levied fines, or worse yet, get thrown off jobsites for failure to educate and certify their workers in how to deal with various hazardous materials or working conditions. So again, be proactive. Contact STAR to get any certifications that pertain to your ability to perform work on any given job site.

Fraternally,

Gene Hopkins
Business Representative
Local Union 12
District Council 16
Hello Brothers and Sisters of Local 83,

I would like to take this time to introduce myself, my name is Matt Egan and I am the new Business Representative for Local 83. I look forward to meeting each and every one of you and assisting you in any way possible. I would like to clear up some confusion about the SCT I refer to article 10 section 2(a) Superintendents shall be required to attend and satisfactorily complete at least 16 hours of STAR training annually of which at least 8 hours shall be Supervisor Certification Training. Effective July 1, 2013, any Supervisor who failed to attend and/or satisfactorily complete their annual 16 hours of STAR training and/or 8 hours of Supervisor Certification Training, during the preceding STAR training year ending June 30th, shall no longer be eligible to act as Superintendent for any employer until such time as he or she completes the required training. Article 10, Section 3 (e) is the same language but pertains to the Foremen.

I am also happy to report that the Graton Rancheria Casino is in full swing and we are dispatching both Painters and Drywall Finishers. Also, the STAR deadline is coming up July 1 so if you have not attended Survival of the Fittest, the last class is on June 8 in Hayward. You will also need to have attended one STAR class to be eligible for the party.

We will also be sending out information about the Smart Choices/ Healthy Rewards, it is imperative that all of the membership sign-up for this program. If you have any questions please contact me at the local or attend our meetings at 6 PM the second Thursday of every month.

Let me close by saying congratulations to Les Proteau our new Director of Service at DC 16, we know that you will do great things for us out there. Work safely.

Matt Egan
Business Representative
DC 16 Local 83

Hello Brothers and Sisters,

Spring has sprung and we are getting busier and busier as the demand for Glaziers heats up. If you know of anyone who has the skills to be a Union Glazier, please send them my way or call and send me their way. We will need to get every available hand to work by the time this boom is fully developed.

The first year of Supervisor Certification Training (SCT I) is almost complete and we have trained hundreds of Leadmen and Foremen from shops throughout Northern California. We have received great reviews and commentary from the majority of the participants and are developing SCT II for deployment after June 30. If you are currently working under one of these classifications make sure you are one of these hundreds because as of July 1, 2013 you will not be allowed to continue in that capacity if you have not completed the required annual training.

Our Sister Erica Bailey has courageously stepped up to the plate as the new VAC coordinator for our Local. This is a demanding and time consuming volunteer position in the leadership of your Union. I ask each and every one of you to please support Erica when she calls on you just as you would expect the Union to support you when you need help.

We are in the process of selling the Labor Temple building in Oakland and we may move out of there as early as May of this year. When we do move, we will be moving to our new address in San Leandro and sharing the building currently housing the Apprenticeship school and offices. As this develops we will keep you posted and send a mailer to every home to notify you of the date of the move.

Work hard, work safe and I will see you at the next Union meeting.

Joe Upchurch
Business Representative
DC 16 Glaziers Local 169
Local Union News

Hello Again Brothers of Local 272,

Work in our area is starting to pick up for both the Drywall Finishers and Painters. Here in Monterey and Santa Cruz Counties as well as in the Santa Clara area. If your name is not on the out of work list it needs to be, how else would I know if your available for work or not.

As mentioned before, the first PLA ever in our area, the Metro District and the Sheriff’s Department passed easily. This is where we need to be active with the VAC. We need to have a presence at these meetings to show people and the politicians we’re a force to be reckoned with. We need to show up at these different board and council meetings. We need to be there to debunk what the ABC and the general contractors are preaching. That the Unions make too much money, that there will be cost overruns on the projects. This is all BALONEY and they know it. It’s been documented numerous occasions and with different entities across the United States. Not only do PLA’s save money in the long run, there are less problems on the jobs so that they come in on time or sooner. So if you get a call from me or someone else with the District Council asking for your help, please assist us if you can to attend one of these meetings. We’re not asking you to speak, unless you feel the need to, but to just attend, and let these people know that we’re out there and that we care about our jobs and future in this area.

As always, I look forward to seeing you at a Union meeting.

Meetings for the year are as follows: April 9th, May 14th, June 11th, July 9th, August 13th, September 10th, October 8th, November 12th, and December 10th.

All meetings start at 7PM

Fraternally,

John Papa
Business Representative
Local Union 272

Dear Members,

I hope everyone is doing well and is ready to put winter behind them and spring forward. Locally the Glazers have been real busy the past few months and I really do not see a slow down for them in the near future. The Painters have held steady through winter and work looks good in the upcoming months. The Drywall Finishers have been pretty slow but doing better than previous years and all indications show that they are going to pick up soon also. While membership is low for Floorcovering in our area our signatories are starting to pick up some work which means we may need to start recruiting some members. These are all positive signs that the industries are progressing forward out of what was deemed the great recession.

I recently logged on to the IUPAT website to read about what was being discussed at the General President’s Advisory Committee otherwise known as GPAC. While there were many topics of interest one item caught my eye. It was a survey of IUPAT membership regarding right to work laws, it was shocking to read that one in five members of the IUPAT believes that right to work laws would benefit them. I immediately thought to myself that those who think right to work would help them were either misinformed or had no knowledge at all of what right to work means. Then as I am writing this article an IUPAT job alert came out saying Glaziers were needed in Houston, Texas offering a total package of $26.88 per hour with no per diem. Texas is a right to work state. The total package for a Journeyman Glazier working in the jurisdiction of Local Union 294 is $51.11 per hour that is a difference of $24.23 per hour. With that I ask, how does right to work help our members? Please do not be fooled by the statement right to work. It only means lower wages, poor working conditions and substantially less benefits for you and your family!

Jeff Roberts
Business Representative
DC16/LU294

Local 272

Local 294
Local Union News

Greetings to the Members of Local Union 376,

I would like to start by saying thank you to everyone that contributed and attended the Retirement Party for our retired leader Haden Blaylock Sr. It was a great night and a great time for all. I would like to thank all of our members who participated in the planning and setup of the event, as well as our Local’s Administrative Assistant for all her hard work. It was a wonderful venue and a great send off for our long time leader.

On a more serious note, I would like everyone to be on the lookout for the Smart Choices Healthy Rewards packet that is coming in the mail (Please make sure we have your most current address on file). This program is what is going to keep healthcare costs from going up again next year, as healthcare costs and reform are an ongoing battle. Our Trustees have done a great job in this battle to keep our cost down as there have been no increases in the past 2 years. Signing up for the program is crucial in keeping our cost from rising next year. It is a very simple process to get screening. We need to get on board with this program so the costs can remain down.

We have until May 31, 2013 to sign up. It will be what keeps our costs from going up in January 2014. So please make sure to participate.

Hope to see as many members as possible at our next Regular Local Meeting.
Remember all Regular Local Meetings are every second Wednesday of every month starting at 6:00pm promptly.

Gratefully,

Troy Notrangelo
Business Representative
DC16/Local Union 376

Greetings Brothers and Sisters,

I hope that this addition of the Pride Magazine finds you and your families well. Spring has sprung and the work outlook is steadily improving, recently we have welcomed back several members that were unable to remain in the Union due to hardship. Another indicator of this is our recent recruitment of Drywall Finisher Apprentices, which has been a shortage of District Council wide. Remember that as Journeyman it is our responsibility to mentor and train our Apprentices on the job site, so that they can continue to advance and become valuable to our contractors. They need you and you need them and our employers need all of you!

Local 487 recently sponsored the Retirement Celebration of Haden Blaylock who was the Business Representative for our District Council at Local 376. Haden has been a dedicated representative to our members and of much help to me personally over the years. Enjoy your retirement brother and thank you.

In March you received from me the current STAR Program Schedule along with my personal encouragement to sign up and attend classes, I trust that you found this information helpful and that you will not only keep it, but also use it. If you are a Foreman and have not taken SCT 1, you better get on it you are running out of time.

For several years now many members have asked if we could get tickets for the Sacramento River Cats. I am pleased to announce that we have tickets available for the 2013 season, so if you would like to catch a game get in touch with me. You can get up to four tickets for the games we have available along with a parking pass, we were able to get some great seats in the Solon Club so take advantage of this no cost opportunity and get your family out to a ballgame. Go Cats!

Steven L. Caster
Business Representative
DC 16 Local Union 487
Dear Brothers and Sisters of Local 507,

The Election of Officers for all Local Unions is going to be held in June of 2013 at each Local’s monthly meeting. It is important for all members of District Council 16 to become active and take part in your UNION. Local 507 is always looking for active involved members.

In case you have not heard yet, Local 507 is going to move. The three San Jose locals, along with District Council 16 are buying a building to be shared by all. It will be great to own our building again. We are currently starting the process and hopefully will be able to move in by summer. It is a 10,000 square foot facility, with 4,000 square feet of office space. There will be plenty of room for our own hall and necessary training. I hope to release more information as the purchase continues and the tenant improvement starts. Along with the move, there will be a common waiting room and clerical staff for all three Locals. That way when one of our administrative assistants is sick or on vacation, the membership will still have their Local open. When things get busy and you are trying to call, someone will be at your Local to answer your call.

If you have qualified for the annual STAR event Congratulations! We are still in need of skilled people. The last call was for wallpaper hangers. The STAR Program put on two weeks of wallpaper classes and only 11 men participated. The first SCT -1 training year is almost over. I hope all the foremen and superintendents have taken the necessary classes. It is up to you to keep yourself certified to hold your job, or have the opportunity to get the next one. The new STAR schedule of classes is available at the office.

Get involved in YOUR UNION!

James Hewett
Regional Director DC 16 IUPAT Painters & Tapers Local 507 2102 Almaden Rd., Suite 100 San Jose, CA 95125 (408) 979-7871

Dear Brothers and Sisters of Local 507,

By now most of you are aware that the Painters and Floor Coverers Master Agreements for Northern Nevada expire at the end of June. I know some of you have started to wonder if this is a good time to negotiate a contract. To answer that question, let’s take a look at where we were and where we are today.

Our membership peaked in 2007. The construction economy was booming. Russ and I had issues getting our contractors to bid some projects because they already had too much work on their books. The list of signatory contractors you could work for was the largest it had been here for many decades. Those were the good times. Where are we at now? In the last five years we have had multiple signatory Paint, Drywall, and Flooring shops close their doors because of the bad economy. To be fair, we have also witnessed many non-union shops close for the same reason. The contractors that are left are all fighting for the same few jobs. We have lost more than half of our membership during this period. Some of our ex-members got out of the trade, moved their memberships to other areas, or even began working for non-union shops for way less wages and little or no benefits. You already know all of this.

Sound like a bad time to negotiate a new contract? I would argue that it is a good time for a new agreement. Here is why: Members have been coming to the Union meetings concerned with making our contractors more competitive in the next contract. Everyone from the members to the contractors realize that we are in this fight for survival together. We have a unique opportunity in our history to get creative in helping our employers get more jobs and therefore get our members more work hours. Your homework is to think about how we do this and then bring your ideas to your craft’s special called meetings.

Fraternally,

Todd Koch
Regional Director
Local Union News

Hello All,

I’m sure everyone has heard by now, Mark Shelley resigned his position as Business Representative to take an ownership role in a signatory glass shop. We all wish Mark success as he takes on this new challenge. For those of you who don’t know me, my name is Mike Dufford and I’m proud to say I’ve been a dues paying member of Local 718 for over 24 years. Mark left big shoes to fill, but with the help of our excellent Executive Board, Administrative Assistant (Jessica) and our members, this should be a seamless transition.

With all the cranes up in San Francisco and jobs starting up in the South Bay I can’t stress enough how important it is to stay current on certifications. I know you’ve all read it before, but don’t miss out on a work opportunity because you can’t make the time to attend a class. We had a great turnout at the St. Patrick’s Day Parade on March 16th, over 160 volunteers; I believe close to 30 of those were 718 members. It was great showing the other Labor Unions in San Francisco that our District Council is a force to be reckoned with. It was our biggest turnout for a VAC event that was not politically driven.

We are opening the enrollment to Smart Choices/Healthy Rewards soon, I suggest you read the information carefully and get signed up. We need as many people as possible to enroll, we are way behind expectations we had last year for the amount of members that would get on board the program. Everyone complained when we had to reach into our pockets to prop up the Health and Welfare, so our Trustees came up with Smart Choices/Healthy Rewards to try and curb costs. If we don’t get a significant number of people enrolled in it this time, our costs will certainly go up this January.

Let your voice be heard, come to our monthly meetings. 2nd Tuesday of the month at 6:00 p.m., at 555 Deharo St.

Mike Dufford
Business Representative
District Council 16
Glaziers Local 718

Brothers and Sisters of Local 741 & District Council 16,

Over the last few years the Training Facility of District Council 16 has expanded and become a great asset to the Council and our members. With the changes at the training campus, there have been tighter regulations on the jobsites as well. This is why it is imperative that all of our members get enrolled in the classes and get the necessary skills and certifications that are needed for the ever evolving projects that we are an intricate part of.

As you all know, in the Collective Bargaining Agreement, you must have 16 hours of STAR training including 8 hours of Supervisor Certification Training to be eligible of becoming a Foreman. If you have not already done this, please sign up for the classes, we will be regulating this as of July 1st of this year.

We also have changes in the industrial industry that are taking place this year as well. It is now mandated that on any publicly funded industrial project, there must be one CAS certified applicator. This program is designed to give certifications on the blasting and application of two component epoxy coatings. This is designed to give better oversight on the infrastructure projects that are being done and maintain the high quality performance that our members regularly produce on a day to day basis. This regulation will continue to increase the number of CAS certificates required on each project on a yearly basis. The STAR Program provides the CAS class that will get you ready for the testing that is needed to receive the certificate. This certification is a vital organizing asset in the industrial industry, but if we do not take advantage of the training, that organizing tool cannot be used to gain the growing hours that are available in the industrial field.

Make the call to the STAR Program and get involved in the CAS training, so we can grow the opportunities for greater hours in the upcoming years for all of our members and yourself.

Robert A. Williams III
Business Representative
DC 16/LU 741
Brothers and Sisters,

It is hard to believe that we are going into the second quarter. I would like to start out by saying Slow Down and take a breath. We go through life in such a hurry sometimes we miss the most important things of all. Recently I met with a member that I have not seen for years. The member’s son came up to me and I almost called him by his father’s name. We take such pride in our work and the fact that we are the top in our industry that we sometimes forget the small things. It is very important that we appreciate all of those who support us and help us achieve High Performance/High Value because this starts in our own homes. I would like to thank all of our families who support us unconditionally.

What do you think puts District Council 16 members at the front of the pack? I will tell you, it is our ability to train and provide qualified apprentices and journeymen. We have classes every weekend and there are lots of opportunities to advance your education through the STAR Program. Education is very important and can help advance you in your career.

I would like to stress that if you have any questions please contact the right person who can answer it. If you have a contract question contact your Business Representative. We can also help you get in contact with ATPA if you have a question about Health and Welfare eligibility and also retirement issues. Our goal is to serve the membership and get the right answers to questions. It is very important that only the correct information is out there.

It is really great to see all of the hours up and to have a very short out of work list. If you are out of work, first get on the out of work list, then make the calls and visit the contractors. It is also very important to network with other members to find job opportunities.

John Tweedt
Business Representative
District Council 16
Local 767

Public sector unions brace for sequestration impact

Since the sequester is officially in effect beginning March 1, 2013, some of the larger Unions are finding it difficult to predict the full impact it will create, nonetheless, attempting to minimize the effect it will have on its membership. Clearly, sequestration will cause the economy to shrink as it will negatively affect Medicare, Medicaid, working families, food stamp programs, workplace safety and education.

As many of my members are currently looking for employment, this news could not have occurred at a worse time. However, I would recommend pursuing the following employment opportunities: Kaiser Hospital in San Leandro; Rancheria Casino in Rohnert Park; Sutter Medical Center in Santa Rosa; the new 49ers Stadium in Santa Clara. Please don’t hesitate to contact me at the office, (415) 355-9130, for additional suggestions.

If you are experiencing a break in employment, now would be a good time to contact the STAR Program and sign up for classes. Many employers are now requiring certification as a prerequisite in qualifying for the job. Honing ones skills is essential in surviving during this tight economic period.

A sincere thank you to each member who recently attended the St. Patrick’s Day Parade held on March 16, 2013, in San Francisco. The turnout was great and it was an encouraging boost for the members of District Council 16. If you missed it, the next one will be held on April 20, 2013. This event is in celebration of Cesar Chavez.

Please remember Local Union 913 Union meetings are held the first Wednesday of every month, at the Union hall, at 6:00 P.M. Do not receive information from an alternative source. I strongly urge all Union members to attend and stay informed.

Fraternally,

James Ruigomez
Regional Director/DC 16
Local Union 913
Local Union News

To all Local 1176 Members,

It is sad to report that Kelly Moore is subcontracting the warehouse out and the Union will be losing around 40 jobs. This comes after the company informed us during negotiations that they had no intention of closing the warehouse. For the members getting laid-off please contact this office to put your name on the out of work list.

Contract negotiations with the Parking & Highway have concluded with a tentative agreement. I will be in your area for a ratification meeting in the near future. Just to touch on the medical issue, we agreed to reduce the hours needed to be covered for the month, but we will need additional funds. This will be explained at our meeting.

This Local is still getting calls from the members asking, “why are we getting suspended if we are paying our dues and they are taken out on the check?” As I have reported to the members by letters and in The Pride articles several of times that $25.00 over the counter dues has to be paid by the member directly to this office. We have a lot of members still not doing that and that is why you are being suspended. Again, please catch up with your dues.

For the San Francisco Housing Authority members, it has come to my attention that the Housing Authority is trying to subcontract your work out to DPW. As you know this District Council will fight in every effort needed to prevent this from happening to the members at the San Francisco Housing Authority. I will keep you informed on this issue as it comes to me.

Fraternally,

Jose Santana
Business Representative
District Council 16
Local 1176

Dear Members,

Our District Council 16 staff attends multiple Local Union meetings through the course of a month and one of the common issues that is discussed is that a percentage of members are lacking work ethic, skill set, pride and or have a poor attitude in the field. Our contractors have noticed the change of mind set as more and more members retire. There are few members that once they retire continue to participate at our Union meetings, VAC events and events that effect working families as a whole. I remember as I was coming up through the ranks, the seasoned veterans and retirees were making sure we maintained our work ethic and pride of our industry. The retirees recognized that the apprentices were securing both of our futures. Recognizing this problem, what is the solution?

We instruct the Supervisor Certification Training Program and one of the modules is High Performance/High Value. The feedback is that we need to embrace this culture for us to survive as a Union. We also need to involve and educate our members who complain of the decline of the Union. How does just collecting a check make you a strong and proud Union member? There are many opportunities available for you to be helpful such as attending Union meetings, become an instructor for the STAR program, enrolling in STAR classes, participate in the VAC events or just embrace and practice High Performance/High Value. What we are asking for is for you to be part of the solution. “Brotherhood” is defined as: Trade Organization; all those engaged in a particular trade or profession sharing a common interest of quality.

This year Local 1237 is celebrating its 75th Anniversary. We will celebrate at the Local Union Picnic in August, t-shirts will be available. Again, we have been challenged by Local 767 to a softball game at the picnic and again the Floor Layers are looking forward to another victory!

Vince Echeverria
Regional Director
District Council 16/Local 1237
Dear Members,

Things here in Local 1621 are very busy at the present time with employment at almost 100%. With the growing amount of work out there, we all need to make sure your wages and conditions are not being jeopardized. If you are using your own power tools on the job take them home. This is one of the conditions where I am seeing a problem. By taking your tools to the jobsite you are undermining “OUR” Collective Bargaining Agreement. It is up to your employer to furnish these tools. If we can’t enforce these rules now with all the employment opportunities we never will. So stand up together and let those members who continue to break these rules know. Take your power tools home. I will be meeting with employers to let them know I am coming to check and make sure they are following the CBA. If you have any issues at your shop or with other members please just call me. I will make sure that you are protected.

The Supervisor Training Program (SCT) classes are in full force. All Foremen and Leadmen are REQUIRED to take this training. You MUST complete this training in order to work as a Foreman or Leadman. The deadline for all Leadmen and Foremen to complete SCT1 is coming June 30th.

ARTICLE 32
JOURNEYMAN GLAZIERS
Section B2. (a) Foreman and Section C3. (a) Leadman

Foreman / Leadman shall be required to attend and satisfactorily complete at least 16 hours of STAR Program Training annually of which at least 8 hours shall be Supervisor Certification Training. Effective July 1, 2013 any Foreman / Leadman who has failed to attend and/or satisfactorily complete the training, year ending June 30, shall no longer be eligible to act as a Foreman / Leadman for any employer until such time as he or she completes the required training.

Fraternally,

Stephen Huckaby
Business Representative
DC 16 Local 1621

M & R Painting has been a Union Painting contractor for the past three Collective Bargaining Agreements. The two owners were rank and file members who wanted to start their own Union company. They recently had a contract to paint the Coke bottle out at AT&T Park. See more pictures under Job Profiles.

Editors Notes:
I am honored to perform all of the duties assigned to me as your Communications and Political Director. Although my favorite task is to roll out to the jobsites with the area Business Representatives and gather the pictures and content for our Pride Magazine. Please contact me if you have a project or a story that you think would demonstrate our commitment to High Performance/High Value.

(925) 245-1080

Mike West
Director of Communications
District Council 16