The Home of High Performance / High Value
Finishing Craft Workers Welcomes
In honor of all the men & women who served and continue to serve our country

A small token of our appreciation - DC 16's 2018 Challenge Coin
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Well I don’t know about all of you, but I am still trying to figure out where the year 2018 went. What a year it has been! So let’s do a little recap and then look into what’s ahead of us all.

First of all, District Council 16 is more sound than it has ever been. We continue to replace staff that have been retiring, or leaving with qualified people that step right in and perform at a High Performance/High Value dedication on behalf of all our members. We are financially stronger than we ever have been and that affords us the ability of knowing in the down times we will be prepared to continue with our policies and programs that benefits all our members. I am extremely proud of our Market Recovery, VAC, Government Affairs, Service and Organizing Departments. I am especially proud of our Training Department and their staff under the leadership of Director of Training, Alex Beltran. We have witnessed his ability to take on new challenges with great success.

“Looking back, information was the key component.”

2018 shared with us a great deal I personally learned a lot! I always tell people that the day I think I know everything, is the day I should leave and 2018 has turned out to be a great learning experience for me personally on a lot of levels. Negotiations started in February for both the Glaziers and Drywall Finishers. As we came out of those negotiations, we all were feeling pretty confident that not only did we negotiate the biggest increases for District Council 16 members but felt the process was going very well with the partnership of our contractors and associations. We brought that back to our members and they simply disagreed, which is why we do this process. So what as an organization could we have done better? Looking back, information was the key component. I found it astonishing that as soon as we left meetings, information was being circulated that was neither true or correct. I believe there is blame on both sides as to how we dealt with that matter, but truth be told we live in a world that social media is faster than the telephone or any other method of communication. Social media has its advantages and disadvantages.

So what did we all learn? Get the CORRECT information out as soon as you can. Use every method of communication that is available and believe that once the members have that information they will do what is right for themselves and their families, and everything will eventually work out. It may turn out to be a ratification of an agreement or a strike vote but let’s make sure the members have the correct information. I personally have worked and been involved in 5 strikes in my career and these ones were the hardest. I take it seriously because as I also tell everyone my job is to negotiate a fair deal.
for our members and to keep them working for their families so they can maintain their medical and pension hours and eventually retire with dignity and respect for themselves and their organization.

2018 was also a huge year for District Council 16 in regards to gaining membership and jurisdiction. Back in early September, our General President Ken Rigmaiden came to me and had asked if we as an organization would consider taking on new responsibilities in Southern Nevada (formally District Council 15). GP Rigmaiden laid out the facts and explained the direction in which the IUPAT was headed and felt that we, here in District Council 16, had the perfect structure and staff that he needed to get this project done and move forward in gaining growth and opportunities for our members, in the IUPAT.

The first things I was thinking was how do I support our General President and the members of Las Vegas with the support of District Council 16 members? After a while and talking with the leadership here at District Council 16 and the IUPAT, it became real clear that this is something that needed to happen. We have been operating now in Las Vegas since September 24th, 2018. As to this date, we are pleased to announce that we have held boot camps in our Service Department and Organizing Department to help us determine who the right people are to carry out the policies and programs of District Council 16 and add benefit to the members in Las Vegas. There is so much to this merger that I would like to talk about but I do not have enough space in this article to do so, so I will continue this conversation at our delegate meetings and local Union meetings. But I would like to introduce our new staff members in Las Vegas.

**“2018 was also a huge year for District Council 16 in regards to gaining membership and jurisdiction.”**

Jason Lamberth will be leading the way as our new Regional Director in Las Vegas. He will be overseeing the day to day operations in Las Vegas and reporting directly to Director of Service Robert Williams. We have 3 new Business Representatives: Joseph Cully, Keith Markland, Daniel Lincoln who have been assigned to represent Glaziers, Painters, Drywall Finishers, Floor Coverers and Wall Coverers in Las Vegas. We also have Chris Lloyd leading the way in the Organizing Department with 2 more Organizers being evaluated and expected to bring on in 2019. We are excited to bring full experienced training to Las Vegas with the hiring of Jonathan Hawkins, Derek Valdez, John Dixon and Adolf Duarte. Miss Peggy Vaughn will be administrating the JATTF in Las Vegas. I would also like to thank Helen Taylor, Laura Ponce and Christine Fabry for agreeing to stay on as Administrative Assistants in Las Vegas. They do an excellent job for our members. I am excited and proud to be a part of such a great organization that allows us to better serve the members in Las Vegas and now members of District Council 16.

I would also like to take this moment and acknowledge that Regional Director Tony Tofani has announced his well-deserved retirement. I would like to thank Tony for all the hard work he has done over the years for the members of District Council 16 and I am going to miss him but wishing him well on doing nothing. Also next year, Regional Director of Sacramento Steve Caster, has announced his retirement and I would like to take this time to thank Steve for all he has done for all members across this country. Steve has spent time representing members not only here at District Council 16 but for the IUPAT as well. With the announcement of Steve leaving us we have brought on Randall Newton as an Organizer for the Sacramento region; we all welcome Randall to the team.

Fraternally,

Christopher Christophersen Sr.
BM/ST
District Council 16
Brothers and Sisters,

It is an exciting time for the District Council 16 family. We are proud to announce our jurisdiction has expanded to include all of Southern Nevada and the Las Vegas region. This means we will have more members and their families to be able to effect in a positive manner and more opportunities for all of our members.

With this expansion, our first priority is to share District Council 16’s structure with our newest region. On the Service side, this means we have new Business Representatives hired on and get them up to speed with the way we work. To be able to do this, we held a Service Boot Camp. This boot camp was held over a weekend to give an understanding of what the candidates are getting into. Over this weekend, the participants were in class for 30 hours from Friday night at 5pm through Sunday at 2pm. The curriculum included what is a grievance, how to process a grievance, the value

of the political process for our members, and top down organizing just to name some of the items they worked on. On top of the hours in the class room, the participants also had homework. All of this was to get the applicants to understand how important these positions are for the future of the members they will be representing.

With the structure of District Council 16, it enables quick communication through all members of our team to be able to make quick and decisive decisions to grow opportunities for the members and contractors

"The key to all of this is the fact that all Business Reps are making decisions every day to better the lives and opportunities for our members."

we work with. For all regions, there is a Regional Director that assists all of the Business Reps in the area. These teams work together to resolve grievances, negotiate PLAs, represent our crafts in the Building Trades and Central Labor Councils, work with the elected officials in the area, coordinate community outreach, and many more activities. This is one of the keys to our ability to grow the opportunities for the members of District Council 16. As these decisions are being made, all of the reps have two staff meetings a month where we discuss these issues and work to expand best practices to all of the regional teams. With the exchanging of ideas and outcomes, we can speed up the learning curve of the other areas that have not encountered some of the challenges and issues that arise.

The key to all of this is the fact that all Business Reps are making decisions every day to better the lives and opportunities for our members. The members and their families are what drives the decision making throughout our team, because you are why we do these jobs and who benefits from the jobs we do.

With all of the changes going on, we still are continuing with the day-to-day servicing of our members including preparing for upcoming negotiations in 2019 for the following contracts: Northern California Floor Covering Master Agreement, Sacramento Floors, Fresno Floors, Northern Nevada Floors, Bay Area Production Workers (Glaziers), Sacramento Production Workers (Glaziers), Southern Nevada Painters, Northern Nevada Drywall Finishers, Circus Circus Las Vegas In-house, Excalibur Las Vegas In-house, Luxor Las Vegas In-house, and The Linq Las Vegas In-house. Please get in contact with your Business Rep immediately to give your input on these contracts if you work under any of them. Your voice must be heard to make the changes our members deserve.

Fraternally,

Robert Williams III
Director of Service
District Council 16
I would like to start my article by informing you that DC 16 acquired Southern Nevada as part of our territory. We represented Northern Nevada and now the whole state. This change and the responsibility that comes with it is no easy task. However, all worthwhile tasks take time and hard work.

DC 16 accepted this region and all that goes with it. That’s why I would like to explain why this is a great organizing opportunity for all of us in the IUPAT. Nevada is a great state with constant maintenance of its infrastructure, not just the very large projects and prevailing wage work, but the continuous modernization in the hospitality markets make it a life force of construction jobs for the Finishing Trades.

The high-end finishes in the hotel and hospitality work is a perfect fit for the superior craftsmen and women we represent. For example, applying the complex faux finishing and expert coatings you see everywhere on the strip or the advanced drywall finishing and challenging wall paper hanging throughout rooms we all stay in. The installation of decorative patterned flooring and the high-end glass, metal and mirrors in the casinos. Our skills and training give us a prime opportunity to grow market share and work hours for our members.

Another benefit of DC16 acquiring this new territory is organized labor’s political power from state to state. The DC 16 political agenda will be one voice in both regions. DC 16 will continue to fight for pro-worker legislation, now working hard at aligning labor friendly lawmaking decisions across state lines in a much larger arena. A strong labor movement is not just in one state it takes all of us across the country fighting for workers’ rights together.

Additionally, organizing benefits are that our CA contractors are already bidding in Nevada and our Nevada contractors are bidding in California. A DC 16 continued presence in both regions as one Council with immediate on-the-streets information will do a lot to help us combat the non-union. It is important that we chose out the non-union Nevada contractors from traveling into our California markets and vice versa. Our efforts at gaining market share for all DC 16 members will increase working opportunities and grow our membership; strengthening our Unions in California and Nevada.

We are actively hiring new Business Representatives and Organizers from the Nevada DC 16 Local Unions. We will be working with these new hires to get them trained to become effective agents rapidly. DC 16 welcomes all the help and information from the field, you, the members, can supply.

As always you, the members, play a key role in organizing and the labor movement. Your hard work, activism and participation in organizing efforts can help change our future. There are plenty of opportunities to get involved with DC 16 organizing campaigns if you would like to help out. Picketing, bannering and protesting with DC 16 representatives are Volunteer Activist Committee (VAC) authorized events, so call your Local Union Organizer or VAC Coordinator for upcoming actions.

Join the fight!

John Sherak
Director of Organizing
District Council 16
Happy Holidays to all of our District Council 16 members and their families. We wish you the best of luck as we approach yet another new year.

We have quite a bit to look forward to in 2019. Our Floor Covering Department we will be hosting our very first Tarkett certifications in vinyl select and linoleum. Along with that we will be holding skills practice classes with the idea of brushing up on your knowledge and skills within the trade.

As for Drywall, our instructors are pleased to announce they have been working directly with the manufacturer Trim Tex out of Chicago. Trim Tex is considered the industry leader in drywall accessory manufacturing and is looking forward to helping us train our workforce with their product.

For our Glaziers we are very excited to announce two new certifications. One of which is readily available for our contractors currently. This certification being the North American Contractor Certification Program, or NACC for short. It is intended to provide certification recognition as a means of creating a baseline for competency, business practices, and adherence to industry-accepted guidelines for glazing contractors participating in the program. The second being the Architectural Glass and Metal Technician Certification Program or AGMT for short. This certification testing will consist of a written and physical assessment of the fundamental knowledge and skills required to proficiently perform foundational or basic glazing tasks. The emphasis of which will be on factors and elements that tend to minimize glazing related defects and failures, and conform to customer requirements. For more information go to www.agmtprogram.com or www.naccprogram.com.

Getting into our Painting Department, we are looking forward to hosting our very first CAS Forum. The Forum will take place on Friday December the 7th at the training center in San Leandro, CA. This event will kick off with presentations by both SSPC and NACE. The Society for Protective Coatings or SSPC will present on their certification program and your career path. The National Association of Corrosion Engineers or NACE will present on their certification program and the Skilled Workforce of Tomorrow. The Forum will then end with virtual technology demonstrations along with lunch and a raffle. For more information please contact Mary Loumeau with Northern California Painting & Finishing Contractors (NCPFC) at mloumeau@ncpfc.net.

In November we celebrated our future workforce by hosting an open house for National Apprenticeship Week 2018. Our visitors consisted of high schools, adult schools, politicians, city councils, vendors along with labor and management. A special thank you to our vendors who came out to support us which include:

Fregosi and Company, Inc
DeWalt Tools
Professional Contractor Supply
Blue Shield of California
Anthem Blue Cross
Kaiser Permanente
Delta Dental of California
United Business Bank
Graco
Wooster Brush Company
Bullard
Werner
Woods Power-Grip Co., Inc.
Assa Abloy
Dow Chemical
Kelly Moore Paints

Thank you to all that came out to see how the International Union of Painters and Allied Trades are training the future Journeyworkers in the Finishing Trades. We appreciate the time and support of all who made this yet another successful event.

Fraternally,

Alex Beltran
Director of Training
District Council 16

“People don’t care how much you know, until they know how much you care.” - Theodore Roosevelt
Director of Communications

High Performance
High Value

Our Union Values Depend on You - VOTE!

Working families in California and Nevada turned out the VOTE and made our collective voices heard at the ballot box during the 2018 Midterm Elections. In both California and Nevada working families elected leaders that reflect the values, policies and fight all working people share; the pursuit and hope to live the American Dream.

Member to member engagement and communications on issues that matter to our members and their families was the “back to the basics” campaign that drove labor to the polls and made the difference in key races; successfully filling the California and Nevada halls of power with leaders who want to make our states and country a better place for ALL working people. Now it is the time to get to work!... and build the collective result of our efforts at our local City Halls, Municipalities, State Houses, US Congress and Senate Houses. We have the power to enact incredible change and we have hit the ground running building out our legislative agenda and goals for California and Nevada for the 2019 Sessions.

With the opportunities before us in California and especially in Nevada to restore the constant and relentless attacks on working families and working people we are in a position to take the successes we have leveraged in California and work on key labor-sponsored bills to bring a level playing field for our contractors, new contractors, hours for our members and industry specifications that utilize a skilled & trained workforce in Public Works and Infrastructure projects.

The 2017/2018 California Legislative session has drawn to a close and key District Council 16 and labor-sponsored bills have been signed by Governor Brown and will take effect on January 1, 2019:

AB 2358 (Carrillo): Creates protocols for training, prevention, and handling of discrimination and harassment claims in apprenticeship programs and allows Unions to deny apprentices to employers who do not protect them from harassment or discrimination.

AB 2923 (Chiu): Promotes Transit Oriented Development (TOD) by authorizing over $2 billion in construction projects and allowing the BART Board to adopt a permit streamlining process for TOD residential projects with an affordable housing requirement and labor protections.

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AB 2031 (O’Donnell): Permanently extends prequalification requirements for projects awarded by local school districts that are funded in whole or in part by the state’s School Facilities Construction Program.

AB 3018 (Low): Increases compliance with skilled and trained workforce statutes by improving public agency reporting, creating penalties for non-compliance, and providing the Labor Commissioner with the authority to issue a CWPA against a contractor or subcontractor found in violation.

SB 866 (Budget Trailer Bill): Builds upon the existing pre-apprenticeship program in state prisons in partnership with the State Building Trades by requiring MC3 curriculum in conjunction with community workforce agreements.

Lastly, DC 16 driven bill AB 3231 (Gray): Authorizes a joint labor-management committee to also bring an action against an employer who fails to provide payroll records under the same provisions for bringing an action against an employer for failure to pay prevailing wage.

This is just a sample of the great work that is accomplished on behalf of our members and their families to ensure working class issues are at the forefront of every legislator and policy makers agenda. Thank you for your continued participation and support of the political program in DC 16; it is the voice and votes of our members and your families that ring in the halls of power.

The best way to predict the future is to take part in it.

Madison Hull
Director of Communications
District Council 16
Charles Deal has been a member of Glaziers Local 169 for 47 years. Charles joined the NAVY at the age of 17 leaving his home town of Burgaw, North Carolina. He served on the aircraft carrier USS Midway as a coxswain operating LCM’s, LCV’s, lifeboats, and officer’s boats. Alameda, where the Midway was home-ported, is where Charles met and married his wife Jo, of 54 years. Shortly after, his wife gave birth to his cherished and favorite son. Charles served 3 tours in Vietnam starting in 1962. The day before the end of his four year contract and 21st birthday, the government extended his contract another 4 months.

Upon returning to California, Charles and his family moved back to North Carolina to be near his family where he worked as a butcher. Because his wife was homesick, they returned to California. Shortly after returning, Charles and Jo had a little girl. Charles found employment at a local grocery chain until an opportunity became available at a company his brother in law worked at as a Glazier.

Charles started his career in 1971 as a Glazier at City Glass in San Leandro. He quickly excelled at his profession, running work within the first several years as an apprentice. From that point on, every company he worked for, he was either a leadman or foreman. He finished his career as a foreman at Hayward Glass in 1998 and has been enjoying the benefits of a well-earned pension ever since.

John joined the Army in hopes of being part of the Air Corps but was denied the ability to join because he found out he was color blind. That did not stop him from wanting to serve his country any way that he could, so he became an Army medic and served in the Pacific Ocean Island conflicts of WWII.

After serving his country for 2 ½ years he returned home to San Francisco and on October 7, 1941 he joined the Floor Coverers Union Local 1235 and remained an active member until he retired in 1981. John was an all-around craftsman who loved doing what he did for a living but also as a hobby. He built his dream home on weekends alongside his wife Lauretta in Santa Rosa which they called the Circle House. Everything except for plumbing and electrical was done by hand by John and his wife. Unfortunately, the famous Circle House was lost during the Santa Rosa fires. Serving our country during WWII and with 77 years of service to our union I don’t think there is a better example of High Performance/High Value.

Since the writing of this article, it is with a heavy heart to announce that Mr. Crowhurst has passed away 12/1/2018.

This Veteran’s spotlight is Mr. John Crowhurst Sr. It is an honor and privilege to write this because not only did he serve in WWII, but is also the longest serving member in Local 12 with 77 years of service. I was able to meet Mr. Crowhurst at his 100th birthday celebration at the Veterans home in Redding. While there, I delivered his 75 years of service plaque and pin. I also had the pleasure of meeting several generations of his immediate and extended family.

John Crowhurst Sr.

This section is dedicated to all Brothers and Sisters who best exemplify High Performance / High Value.
Greg Escover

Greg Escover is a Local 718 Glazier Apprentice currently working for AGA. He began his career as a Glazier 2 years ago. His first introduction to glazing was from the father of a childhood friend who was a 718 Glazier.

Greg enlisted in the Army. He completed basic training in Fort Banning, Georgia. He was stationed at Fort Carson Colorado Springs, Colorado. As an E4/E5 Specialist-11C he served 3 years of military service including service over seas. He was honorably discharged due to an injury. Greg was reintroduced to the glazing trade when he returned home by a friend who installed a tub enclosure at a mutual friends place.

When possible, going out to mountain bike, fish, and/or camping is how Greg enjoys spending his free time. “I love the idea of being outside.” -Greg. When asked what do you like about glazing? Greg replied with “It’s a challenge! If you’re not learning something everyday, you’re doing it wrong.” Greg loves working with his hands, the heights and taking pride in what he’s doing. Also when asked how has your military training benefited you? Greg stated, “Discipline is everything, integrity is everything, the brotherhood is everything. If you’re early you’re on time if you’re on time you’re late. Having the integrity to say I made a mistake, or ask for assistance when needed. Discipline!”

Greg is adamant about assisting in the recruitment of men and women from the armed forces looking for careers after service. I look forward to working with him on these opportunities. Thank you brother for your service then and now in our Union!

Ray Jimenez

Brother Ray T. Jimenez is a life member of Glaziers Local 1621 in San Jose, CA. He initiated in September of 1985 and retired after 21 years of service in June of 2006. He worked many years with Classic Glass Company out of the South Bay.

Brother Jimenez enlisted in the Marines and turned 17 years old while in boot camp. He served two tours in Vietnam 1965- 1966 and 1967- 1968. Ray was a combat engineer and made rank of Sergeant during his time of service.

After his service, he worked for Ford Motor Company at the Fremont, California factory. When the factory closed he found work in the Glazing Industry. Ray was proud to become and build a career as a Union Glazier. What he liked most about our craft was working up high. “The higher the better!” he said.

Now as a retiree he enjoys tending his yard, occasionally fishing and wood working. Forty-eight years of marriage has blessed Ray and his wife with two daughters and five grandchildren.

What Ray learned from the military was to work hard. The Corp helped him to grow up and do the best that he can. Ray applied this to his career as a Glazier. “The company is paying your bills. You need to do a good job.”...High Performance/High Value! Although there are bad memories from the war, Ray loves being a Marine and has many good memories from the Corp.

I worked with Ray as an Apprentice. He not only taught me how to work high and use the tools, he shared stories of his experiences in the service and after. I learned a lot about life. Thank you Raymond!

- Bart M. Pantoja, Business Rep., 718.
Explore Our Powerful New STAR Website

Our new design makes it easier for you to tap into the benefits of the STAR program

- Find training that's right for you
- Easily browse courses and sign up online
- View raffle prizes and track ticket count
- Recognize and honor member achievements

Look for Our New STAR Website to Go Live Early February 2019!

Need a Class? The STAR Program is designed entirely for YOU. It exists to offer you real incentives to acquire the certifications, training, and tools that today's Finishing Trades mechanics require. It exists to enhance your ability to succeed in an increasingly competitive environment.

Our new site is responsive, mobile friendly and built with the member experience as the foundation.
## 3rd & 4th Quarters Class Schedule
### January 2019 to June 2019

**PLAN AHEAD - Class Registration closes 12-days before class date**

### Trade-Specific Restrictions

- **(A) – All Trades, (D) – Drywall, (F) – Floors, (G) – Glaziers, (P) – Painters**

  **Students Registering for the 8-Hour Lead Refresher Class MUST have successfully completed a State Certified 24-Hour Lead Course. The State Certification must be valid at the time of registration.**

  - **OSHA 30 now requires 32-Hrs of Training, 7.5 contact-hrs per day. (4 classes MUST be completed within a 6 month period)**
  - **Confined Space Worker** must pass Part A in order to be able to attend Part B.

  ~ **Students Registering for Rigging & Hoisting “B” MUST have successfully completed Rigging & Hoisting “A”**

  + **Students Registering for Rigging & Hoisting Refresher MUST have successfully completed Rigging & Hoisting “A” & “B”**

### THESE ARE EIGHT (8) HOUR CLASSES BEGINNING @ 6:00 AM TO 2:30 PM

**ALL TRAINING IS PROVIDED BY THE DISTRICT COUNCIL 16 JOURNEYMAN AND APPRENTICE TRAINING TRUST FUND**

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<td>(P) Wall Covering Basics – Las Vegas</td>
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<td>(P) 8 Hr Lead Refresher – SL**</td>
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<td>(G) Snyder Crane Training – SL</td>
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<td>(F) Tarkett Cert Linoleum Select – SAC</td>
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**Contractor Special Request**

- **(A) Aprender Como Hablar Ingles – SL**
- **(F) Traffic Control & Flagging – SL**
- **(P) 8 Hr Lead Refresher – Fresno**
- **(A) 1st AID/CPR – Modesto MIC**
- **(P) Wall Covering Basics – Las Vegas**

**To Avoid Penalty - Call in advance to cancel your class registration – go to www.dc16star.org for details**

1. **Students Registering for the 8-Hour Lead Refresher Class MUST have successfully completed a State Certified 24-Hour Lead Course. The State Certification must be valid at the time of registration.**
2. **OSHA 30 now requires 32-Hrs of Training, 7.5 contact-hrs per day. (4 classes MUST be completed within a 6 month period)**
3. **Confined Space Worker** must pass Part A in order to be able to attend Part B.
4. ~ **Students Registering for Rigging & Hoisting “B” MUST have successfully completed Rigging & Hoisting “A”**
5. + **Students Registering for Rigging & Hoisting Refresher MUST have successfully completed Rigging & Hoisting “A” & “B”**
Council News

The Northern California & Northern Nevada STAR Awards Event was yet again another success and the largest to date! 968 members qualified this year by having the training and hours required by the STAR program; 446 members qualified for the “Early Bird” raffle. In total over 2800 members and their families enjoyed door prizes, BBQ lunch, and activities for the kids; such as rock climbing, water rolling ball and face painting. Many of our members that took time to improve their skillsets, walked away with great prizes from the Early Bird and Grand Prize Raffles!
The Southern Nevada STAR Awards Event was held in Las Vegas, Nevada on Saturday, October 27th. 387 members qualified this year by having the training and hours required by the STAR program. Members and their families enjoyed door prizes, BBQ lunch, a live band and activities for the kids; such as face painting, bounce house, ringtoss and lawn games. Congratulations to Jose Balderrama (LU 159), Juan Matamoros (LU 2001), Edwin Arteaga (LU 159), Charles Blackwell (LU 159) and Hector Castaneda (LU 159) all of whom left $10,000 richer.
The 2018 Graduating Apprentice Classes were honored at Scott’s Seafood in Jack London Square on Saturday, July 21st, 2018. We would like to congratulate our newest Journeyworkers on this great achievement and wish you much success in your respective crafts and careers.

**Congratulations to the Apprentices of the Year:**
- Drywall Finisher, Joseph Spurling, Local Union 487; Floor Coverer, Daniel Contreras, Local Union 12;
- Glazier, Zachary Robinson, Local Union 1621; Industrial Painter, Forrest Penner, Local Union 487; and Painter, Jose Luis Torres, Local Union 913

The 4th Annual Department of Labor National Apprenticeship Week was recognized the week of November 12th - 18th, 2018. The DC16 JATC program held an “Open House” at the San Leandro Training Center to showcase and celebrate our apprentices, training programs and the state-of-the-art facility of DC16 IUPAT craft programs. Contractors, community partners, legislators, vendors, and pre-apprenticeship programs toured and experienced firsthand the highly-skilled & trained workforce preparing to meet the needs and new technologies in the Finishing crafts.
Council News

Congratulations to the 2018 Walter Cantrell Scholarship Winners!!!

Angelina Maramag, Glaziers Local Union 718, San Francisco, CA; Janely Carrillo, Painters and Drywall Finishers Local Union 487, Sacramento, CA; Paris Colunga, Glaziers Local Union 1621, San Jose, CA; Yoselin Barrios, Painters and Drywall Finishers Local Union 913, San Francisco, CA; Erick R. Enriquez, Painters and Drywall Finishers Local Union 3, San Leandro, CA.

Our Annual PATCH Golf Tournament continues to be one of our most celebrated, successful and attended fundraisers of DC 16. This year’s event was held on Friday, August 3rd at Las Positas Golf Course in Livermore, CA. All donations to PATCH help fight the issues that adversely affect the children in our communities. Throughout the year we accept grant requests from organizations that do wonderful things to support children’s issues in our communities and participate in local youth sports programs. We hope to see you at our 2019 PATCH fundraiser!

Our 2nd Annual Finishing Trades’ Trifecta - “Family Day at the Races” was held on Saturday, May 19th at Golden Gate Fields in Berkeley, CA. This annual fundraiser is a joint venture with DC 16, our Local Unions, the Northern California Allied Trades Association and community partners to help provide access to health care, cures and vaccines to the most vulnerable in our communities; the kids.

This year with all your generosity and support we were able to raise $18,000.00. Thank you!

Congratulations to the 2018 Walter Cantrell Scholarship Winners!!!

Angelina Maramag, Glaziers Local Union 718, San Francisco, CA; Janely Carrillo, Painters and Drywall Finishers Local Union 487, Sacramento, CA; Paris Colunga, Glaziers Local Union 1621, San Jose, CA; Yoselin Barrios, Painters and Drywall Finishers Local Union 913, San Francisco, CA; Erick R. Enriquez, Painters and Drywall Finishers Local Union 3, San Leandro, CA.
The 2018 Women Build Nations Conference took place in Seattle, Washington with 2,200 Delegates in attendance. This annual conference provides tradeswomen and allies with a platform to address everyday challenges while learning about career advancing opportunities. This year’s conference was attended by a record 134 IUPAT craft workers from across North America and Canada, whom attended the IUPAT craft caucus; which highlighted IUPAT women in leadership, speakers, panel Q&A and the IUPAT National Committee on the actions and goals for growing opportunities for women in the Finishing Trades.

The 2018 IUPAT Leadership Conference was held in Orlando, Florida with a goal “to develop new and innovative ways to build leadership and capacity in our District Councils.” This year’s conference was attended by leaders in the areas of assignment that included Servicing, Training, Organizing, CORE - Community Organizing for Real Economics, Wall Covering, Industrial Paint, Flooring, Glazing, Drywall Finishing and Commercial Paint.
Reno, Nevada
UNR Fine Arts Building • Evans Warehouse • N. Nevada Veterans Home Project
Las Vegas, Nevada
MGM Grand Conference Center Expansion • Resorts World • The Cosmopolitan of Las Vegas
Dear Members of Local 12,

I hope you and your families are doing well. As we get closer to the Holiday Season, it’s nice to see the work picture is busy and members are working.

I will be retiring in the middle of next year and I thought I would write an article explaining how the Union has benefited my family and I. I will be 62 when I stop installing floors, and I am getting a little slower as the years go by.

I joined the Union late, when I was 30 years old. The Union has done my family well for many generations. My father and older brother both belonged to the Union and it has allowed us to afford to live in the Bay Area. And now my son may be another generation to join. I am not too sure if he will decide to become an installer, but I will support whatever decision he makes.

It can be a tough trade, there are so many new products out now so be sure to get familiar with all the products before using them to install. The Union, International, and Trust Fund offices all send you correspondences, please read them so you can keep track of what’s going on in YOUR Union.

There are members who make negative comments about different aspects of the Union (some with merit).

We are working on correcting our Resilient Pension Fund, and now we are seeing the light at the end of the tunnel. The numbers should begin to rise soon. Try to have patience, stay positive, and most importantly stay informed.

The contract is expiring in June of 2019, and I am sure there will be a lot of discussions beforehand so stay involved. It was nice to see so many members attend the wage allocation vote deciding on the January raise. It’s great to meet new members and see them participating at the monthly meetings.

Stay strong and take pride in your work, and make sure to take the apprentices under your wing and show them what you know. It is up to them to make something out of it, as they are OUR future. We were all apprentices once.

In Solidarity,

Dave Ahern - President
District Council 16
Local Union 12; Bay Area, CA
Floor Covering - Carpet, Linoleum & Soft Tile Workers
Brothers and Sisters,

When I first became a Union member I was just looking for some sort of income. I was fortunate enough to find a shop willing to hire me right away. That’s how my apprenticeship got started and with it a new chapter in my life.

I can still remember my first Union meeting. I had received a letter in the mail notifying me that a mandatory meeting was taking place for the renewal of our contract. I won’t lie, I felt out of place. It was the first time I was part of something this big, not to mention I had no idea what was going on.

Even then, I was able to let my voice be heard and my vote to be counted. When I left, something caught my attention. Not that many members had shown up to an event that could easily have changed the course of their career? With some questions still in my head I decided to look a little deeper. I took my research out to the field where I continued to ask my colleagues how their Local meetings turned out, most of the answers were the same “I don’t know, I didn’t go.” I knew the only way I could start to get an idea of what I had gotten myself into was to actually get involved so I did! I started by showing up at my Local and getting intel on subjects I had questions on. Later, I was offered a spot on the Executive Board. I couldn’t say no! I finally had the means to find answers I was looking for... I couldn’t just keep all that information to myself, it was too valuable.

When presented to my fellow brothers and sisters not all were interested. The younger generation was actually intrigued to know what benefits and opportunity was ahead of them. I then realized that not far in the future this would be our Local, our Union, so it’s up to us to make sure that we keep upholding all of the ideals that are being entrusted in us.

I started trying to get some of the apprentices at school to attend their meetings, but like the saying goes education begins at home. So, I started a committee with LU 83 Apprentices, we get together once a month to discuss things that affect us as beginners in the trade; decide what’s best for our future as a Union. Our goal is to get as many members involved as we can! The more united we are, the stronger we will grow as a whole!

In Solidarity,

Juan Canseco - Warden
District Council 16
Local Union 83; Petaluma, CA
Painters & Drywall Finishers

Brothers and Sisters,

I was given the opportunity to join the Union at the age of 18. I began in the Apprenticeship Program and was off to start my new career.

It was a lot to take in at first but I found myself working with a good company and an even better crew to show me the ropes. My father was on the Local’s Executive Board at the time so I got to know the Business Agents and Board Members. One day some of the Business Agents asked me to volunteer and help out at a Union meeting and even at some of the Union functions. These opportunities were valuable to me as they showed me other aspects of the Union I was unaware of.

I always wanted to demonstrate pride in my work and in my Union and wanted to get involved. Not to mention I gained the critical knowledge that when work was good make sure you continue to spend wisely and have good saving habits. This is a life lesson I have continued to follow because you never know when work will no longer be available.

One major asset the Union provides me was a good benefits package. It was always a top priority to have the proper care and services as needed. Thanks to the Union I was able to start building that foundation. Little did I know, soon I would have a wife to live my life with. I love knowing that I can give her a good life with the trade and skills I have learned.

An additional growth opportunity presented itself when one of the Business Agents, during a Local Union meeting, asked me if I would like to join the Local’s Executive Board as the Warden. I gladly accepted and took the position as the Warden for a term. Following that term, I was nominated as the Secretary Treasurer. This position really aided me in learning a lot more about how a Union worked and I also got to meet so many more of the local members. After that term I was utterly surprised to be asked to step up and run for the President position. I was so happy when I was elected and thankful to know that the membership believed in me.

The Union has done so much for my family and I and so many more people in the community whether they are Union or not. Nothing makes me happier to be in this Union than seeing members and their families working together and continuing to build this Union up.

In Solidarity,

Adam Kaeding - President
District Council 16
Local Union 159; Las Vegas, NV
Painters, Drywall Finishers, Paperhangers & Faux Finishers
Hello Members of Local 272,

What does being a Union Member mean to you? What value and benefits does membership bring to your family?

I come from a Union family. My father was an Ironworker in Los Angeles and I grew up knowing how important it was to belong to a Union. At 7, I knew what a picket line was, and NEVER to cross one. No matter what. “We have to stand together”, my Dad used to say. To be paid a living wage is crucial in raising a thriving family. But not only that, there is a core sense of well-being in belonging to a Union, and it makes me feel safe – I know that if one of my family members become ill, that our health insurance will cover most of the costs. That’s a big one for me. It’s incredibly important. The Painter’s Union has excellent health insurance.

Over the years, Union’s have fought hard to ensure good working conditions for ALL workers. They have shed blood fighting to improve horrendous conditions. Thousands have died in this pursuit. People tend to forget that employee benefits, that we sometimes take for granted, also came at a high price. “In 1900, 35,000 workers were killed in industrial accidents and 500,000 were maimed in factory accidents that ranged from severed limbs to burns. Workers worked long hours, 6 days a week. Many children worked even longer hours, sometimes 18 hours a day.” Unions mean a great deal to me. I’m a proud Union wife.

My husband is approaching retirement age, and knowing that he will actually be able to retire with many years to enjoy it, makes me incredibly happy and proud. He will not have to work until he drops. That’s a very good thing. The Union has provided these things for us: A living wage, excellent health insurance, and great retirement plans. It’s provided peace of mind, and a good life.

Remember our meetings are on the second Tuesday of the month at 406 Main Street at 6:00 PM.

In Solidarity,

Linda Papa - Wife
District Council 16
Local Union 272; Monterey, CA
Painters & Drywall Finishers
Dear Brothers and Sisters,

Being a part of my local union is a choice. One that every member has. When I was asked why, many reasons came to mind. Reasons like personal knowledge of what’s going on with our jobs, PLA’s, political agendas, contracts, basically my future. What’s on the horizon and how to better understand and prepare for the changes to come. You can not rely on hearsay from guys in the field due to how things are interpreted and then relayed by the individual. So, I attend every local meeting possible and encourage others to go, as well, for that same reason.

I also get involved in volunteering with my local Union. I push many of my colleagues to get involved as well. The feeling one has after tackling a task for the community is like no other. Knowing I am a part of an organization that gives back to the very same community I live in is another reason I get involved. I get most of my family involved. My mother, sisters, nephews, nieces, wife and my kids. It’s a learning experience for the whole family, and what better way to bond with the family than giving back to the community that gives to us.

I have many reasons for being involved, but the best reason I saved for last. Two members in my local showed me what the positive impact of being involved can result in. One was Pete Garcia. He was a mentor to me. He always told me you gotta get involved to know where your future is going. “You can’t rely on me to tell you everything. You’re not going to be my Apprentice forever.” The second person is my Business Representative Jeffrey Roberts. He showed me getting involved opens up many doors. As he was once my foreman when I was a “greenhorn” as he would say. He always says “there is always room to climb the Union ladder if you get involved. Positions open up in the Union and those involved have better opportunities.” Just like our International General President Kenneth E. Rigmaiden, started in the field here in California and look at where he is now. Jeffrey tells me that getting involved and putting your mind to it, you can a leader too; if this is where you want to be. This is the most encouraging thing that I use to promote others to get involved.

In Solidarity,
Juan Pablo Rosales - President
District Council 16
Local Union 294; Fresno, CA
Mixed Local

Greetings Members of Local 376,

What does being a Union Member mean to you? What value and benefits does membership bring to your family?

To me, pride is a good description of what it means to be a Union member. The pride of being a trained and skilled craftsman. Of being a part of a long and rich history that has fought, and continues to fight, for workers’ rights. When I signed up at my local in 2000, I didn’t know that I was signing up to continue a tradition that gives a voice to hard working men and women. This voice is heard at our local, state, and federal institutions. It is very humbling to be a small part of this greater good that is our Union. It also means the ability to live the American dream that seems to be lost and out of reach for so many. The dream that working hard will give one the ability and means to raise a family with all the opportunities that generations prior had. This is accomplished with the spirit of cooperation and fraternity that being a Union member gives me. I know that I can count on my brothers and sisters to stand with me when injustices and wrongs are committed to myself and others.

There are countless benefits and values that being a Union member gives my family, but one of the most important values is the spirit of selflessness. Being able to demonstrate to them that sometimes it’s important to sacrifice for the betterment of all is something that membership in my Union provides. This is demonstrated through sacrificing a Saturday for volunteering opportunities in our communities, for civic events, and even when we have to go on strike, or not cross other brothers and sisters picket lines.

An important benefit for my family is that I have a legacy to leave my children. Knowing that keeping our Union Strong will provide them an organization that they can choose to be a part of and continue the hard work that their predecessors have left; that they too will have a voice that will demand the right to have access to the American dream.

In Solidarity,
Carlos Flores - Treasurer
District Council 16
Local Union 376; Vallejo, CA
Painters & Drywall Finishers
Greetings Brothers and Sisters,

For those of you who don’t know me, or have not heard of me, my name is William Gonzalez. I came on staff with District Council 16 in September of 2017. I’ve been a member of this Union for the last 13 years and am a Certified Journeyman Drywall Finisher by trade. The last 15 months performing my assigned duties have been both challenging and rewarding. To date my experiences in this position have included participation in the IUPAT Denver Colorado Organizing Initiative. Where representatives from across the country were sent in to help organize the workers to combat wage theft and ultimately improve their wages and working conditions. A lot of workers in that area are afraid to speak up because they are afraid of being terminated or even deported.

Seeing this made me realize how good things are here in Northern California.

Although times are good we should always be organizing to grow our market and improve membership. I think it is important for all members to be involved with organizing whether it’s making a call to let us know about a Non-Union company on a job or holding a sign on a picket line. Your activism and participation in organizing efforts can help change the future for our Union.

We need to defend our trades against diluted and cheap labor to improve the lives of all working people. In saying this, I ask all of our members to get more involved in our Union activities. A lot of members just go to work and forget that we are in a constant battle with the Non-Union.

A recent accomplishment in organizing efforts here in Sacramento was signing Applied Finishes, a large commercial painting contractor out of Chico. With Applied Finishes signed to the Painters’ agreement we gained 25 new members at Local 487. My countless jobsite interactions with employees, and meetings with the owners brought this then Non-Union contractor to the table; where Directors John Sherak and Robert Williams were then able to get the deal finalized. I look forward to signing more contractors in the future with the help of our membership.

In Solidarity,

William Gonzalez - Organizer
District Council 16
Local Union 487; Sacramento, CA
Painters & Drywall Finishers

Greetings Fellow Members,

The working force is increasing each year, and the best way to be in it, is to be a Union member. My Union membership means I have a career for my future. I have acquired fine skills to do an outstanding job; with professionalism. I help build America in a competitive market. Furthermore, the value and benefits of my membership brings peace of mind to my family.

My membership means building a career into my craftsmanship, because my job requires continuous training to perform better. Companies around the country are looking for skilled craftsmen that must be qualified to do the hard task, so most of those contractors hire Union members because they know we are certified workers. The end result is getting more continuous work in the construction industry.

Being a Union member gives me the satisfaction of knowing that I can do a professional job with my abilities I developed at the training school. Besides getting skills, I am also rewarded from our training program. Each year I qualify for an invitation to a picnic where I have the chance to win some great prizes and have a wonderful time with my family.

Belonging to the Union makes me a strong worker to compete against non-union workers and get more percentage of the market share. I am helping build the infrastructure of the United States. I have participated in big construction projects that are giant players in the economy of the United States and that benefits its citizens.

My family enjoys the value and benefits of my membership as well. My children and I have peace of mind because we know if something unexpected happens, we can get good services with dental, vision and health care. We enjoy vacations occasionally with our vacation benefit. Also, my retirement plan is growing bigger each year.

As a Union member, I am enjoying the opportunity of having a career for life. I have one of the best training institutions, member rewards, and help with the building of new construction projects. These are the key factors that make me proud to be a Union member.

What are you waiting for?

In Solidarity,

Fernando Correa
District Council 16
Local Union 507; San Jose, CA
Painters & Drywall Finishers
Brothers and Sisters of Local 567,

My name is Trinity Presley and I’m a proud DC 16 Union Organizer for Local 567 out of Reno, NV. As a Union Organizer, there are multiple ways and strategies to organizing new contractors and markets. First and foremost, there must be structure in place within your District Council to utilize the training and resources that are needed to accomplish this.

When Organizing a new contractor, one of the first things I do is analyze and research the new contractor. Once you obtain some information on the company and contractor, I find it easier to communicate with them. When communicating, I like to practice the 80-20 rule. 80% listening and 20% talking. Listening builds trust. Once trust is established, then I can focus on their visions, goals and needs.

For example, we just signed a new contractor that’s new to our area and doesn’t know who the players are. So I did some research and provided him with upcoming bids to projects. I got him in contact with General Contractors on big projects to get his name on their vendors list. I’ve directed him to the smaller GC’s that mostly use non-union shops to get on their vendors list as well. We introduced him to Market Recovery so he can be competitive on bids involving the non-union.

Since we started this, our new contractor has been awarded 3 jobs, invited to multiple bids and placed 5 bids for Market Recovery. This kind of process with a new contractor builds a relationship, and a good relationship is crucial for success of a new contractor.

There are many benefits that come from signing a new contractor. New contractors mean more Union market share, more members going back to work, increase of new membership, and more member contributions just to name a few. The new markets benefit from this by receiving skilled, certified and trained Union members to perform their work and to bring projects in on time.

Lastly, it’s important to reach out and bring in new contractors and markets. An Organizer must communicate well with them and recognize the benefits it possesses for our Members.

Sincerely Yours,

Trinity Presley - Organizer
District Council 16
Local Union 567; Sparks, NV
Mixed Local

Brothers and Sisters,  

What does being a Union Member mean to you? What value and benefits does membership bring to your family?

When I see the young men and women in restaurants hustling to serve tables, I can honestly tell you that I can see where I’ve been. Before I joined my local Union as a Glazier Apprentice, I worked at a restaurant here on San Francisco’s waterfront for 11 years. I’ve done the same stressful, hurried pace, non-stop without breaks or lunch, to make that hard-earned cold cash. It’s a rat race out there. It’s easy to become complacent about where your money goes and even easier to overlook where it doesn’t go. Usually the light at the end of the tunnel is a train. That daily grind could easily become the back injury or hip surgery that plants you square on your couch earning California disability, out of work for months, with nothing to show for it.

I have my brother-in-law, Andrew, to thank for nudging me into the trades. He’s a proud member of Sprinkler Fitters local 483 and comes from a long line of Union family members.

We’ve all worked on the front lines of dead end jobs, that at the end of the day put money into our pockets, but what about that train? Becoming a Union member was the smartest decision I’ve ever made about my future. I now have benefits that ground me. I have a broker at the table negotiating my wages and benefits, with the power of thousands of brothers and sisters willing to walk off the job if they collectively don’t get a fair shake; I can make an appointment with my dentist or doctor with my health insurance; I have an investment towards a comfortable retirement; and I have an annuity that could easily become the down payment toward my first home. That’s not nothing.

Now, when I place an order in a restaurant or cafe, I very often pull the server aside and ask ‘em if they’d rather make a wage worth the hustle. I casually mention where to sign up and take the test, and I always leave a generous tip. This holiday season, I’m thankful to be a part of such a large Union family. Cheers.

Sincerely,

Chris Burnett - Trustee
District Council 16
Glaziers Local Union 718
San Francisco, CA
Glaziers, Architectural Metal & Glass Workers
Dear Brothers and Sisters,

Well hello all, James Boster here! Just wanted to say thanks to all the higher ups at District Council 16, Tanner Carroll, Chris Fallon as well as all the apprentices that put in major work and support at Shield Reid Park in North Richmond.

We have been doing a lot of career fairs at high schools and community centers. We have had a good turnout at them and we are always looking for new recruits. We will also be going into San Quentin on November 15th to reach out to the inmates that will be coming home soon and hopefully finding a Union job.

Glad to say that the Drywall Agreement passed and we had a Painter allocation vote that was a great success. I would like to give a special thanks to the ones that helped me out each and every day during the strike.

I would like to remind you all that Local 741 meetings are on the 2nd Tuesday of each month at 6pm.

We will be celebrating National Apprenticeship Week on the 14th of November. We will be hosting an Open House at our San Leandro Training Center for our apprentices, vendors, contractors, legislators and community partners to attend and see what the apprentices are doing and learning.

So you all know we have a lot of industrial work going on and they are always looking to hire, so if you are interested or know somebody that might be interested, please have them get into contact with me at jamesb@dc16.us

Please get involved with the VAC events. This is where we get to give back to our community. Look on the calendar for these great events.

Local 741 and 376 had our annual picnic and are glad to say that it was a great success and we had a great turn out.

Also, a big congrats to the newest Industrial Instructor at the Apprenticeship School Mrs. Debbie Stevens. I would also like to say, I hope all of you Veterans had a great day and a big thank you for your service.

Regards,
James Boster
Business Representative
District Council 16
Local Union 741; Vallejo, CA
Painters & Drywall Finishers

Brothers and Sisters,

I would first like to thank all of the Members for their participation throughout the year. We now have a new Glaziers Northern California Masters Agreement and Sacramento Addendum, Sacramento Floor Covering Addendum and Drywall Agreement. We also had Elections for District Council 16 BM/ST, Business Representatives and Delegates to District Council 16. We also have more presence on our Building Trades Executive Board and WIB Boards. The merger from District Council 15 to District Council 16 has gained us over 1,700 new members.

In the Sacramento Area we have accomplished a lot with the help of the Sacramento-Sierra Building Trades. We now have a CWTA/PLA with the City of Sacramento. The downtown is thriving with new construction. Some of the upcoming projects are the Convention Center, the 12-story O Street Project, the 22 story P Street Project, and three other Casino projects in the Northern Valley. I can’t remember ever seeing three Tower Cranes on the Sacramento Sky Line! Local 767 has been bringing on new members and we have grown to about 325 members.

Some of the things we look forward to in 2019 are the General Convention, the Production Workers Agreement, and the Floor Cov-eng Agreement.

The Women’s Conference was just held in which member Wendy Rivera attended and came back with a lot of enthusiasm. It is so important that we get our women members involved. We are working very hard to recruit new members from high schools and trade schools. We have also stripped close to 15 Glaziers from non-union shops.

In the near future we will be setting up meetings with some of the non-union shops to reinforce the value of our Apprenticeship and the skilled & trained workforce that we have. Make sure that you continue to attend the STARs Classes and keep up to date with all of the certifications that are offered. We have started to gain market share and we must continue to strive to be the best!

Fraternally,
John Tweedt
Business Representative
District Council 16
Local Union 767; Sacramento, CA
Glaziers, Architectural Metal & Glass Workers
To organize a new contractor, you will have to identify a worker that is a leader for the employer. Try to establish a relationship with this person. Speak to him or her about the benefits of joining a Union. If you can get this person to compare what he or she is receiving from their employer to what the Union offers, this person might feel this is a better deal and start to talk to their coworkers about the advantages of joining the Union. This in turn might influence these employees to feel the need to organize with or without the help of the employer.

The reason why organizing new contractors and markets benefits employers is the contractor has access to a pool of highly skilled workers who are well trained and certified by the Apprenticeship Program. This program offers certification to the members such as Booms and Lifts, First Aid, Supervisor Certification Training, OSHA, Swing Stage Cert., and Focus 4/Haz-Com.; just to name a few. These workers are also trained in all aspects of their trade. Including the procedures of installation to the most current products of the industry. All of this training and certification would otherwise be costs to the contractor or worker who would have to pay for this on their own just to work on the jobs of today.

Secondly for the worker, his or her benefits are instant. From day one this individual will receive contributions toward healthcare that includes his or her family. Contributions toward a pension or annuity that gives them something to work for.

Organizing new contractors and markets benefits existing members by allowing the Union to grow. Giving the Union more market share, and members more hours. It also gives the members more bargaining power to negotiate a decent livable wage. All of this mentioned above will in turn help our economy grow by allowing our members to support their communities freely and securely. When you are organized into a Union you will have safe and better working conditions.

When workers unite as a single entity, We are ORGANIZED LABOR.

Fraternally,

Anthony Nuanes - Organizer
District Council 16
Local Union 913; San Francisco Painters & Drywall Finishers

To the Sisters and Brothers of Local 1176,

I want to start by wishing everyone a Merry Christmas and a Happy New Year! I hope this issue of the Pride magazine is finding its way to all the members; if not please let me know and we will be sure to get them an issue.

Now that the Elections are finished there were some very important Propositions that have passed and will help not only our Parking and Highway Members, but all members in District Council 16. Proposition 6 which fixes streets, highways and bridges throughout California will help keep our Parking and Highway, and our Industrial Painters working; so be careful when driving on any new road/bridge projects; most likely those guys are our members. Hayward School Bond and Measure T both won, which will help with putting all our Members from Flooring, Glazing and Painting to work rebuilding and upgrading schools and roads.

I am currently still in negotiations with Oakland Unified School District and will be starting San Francisco Housing Authority negotiations. We will keep the members updated as negotiations progress. I have been in negotiations with the Oakland Airport Hilton since April and we finally have a good contract that the Members can vote on. I am currently looking into moving the Gillig Co. members into District Council 16’s Health and Welfare due to a huge increase in their medical. This would have taken this year’s wage increase and would have taken some from their current wages. I will let the members know by December and hopefully everything will be up and in the system by January.

For everybody who knew Jose Santana, he has retired after 42 years as a Member and Business Representative for LU 1053 and LU 1176. We here at DC 16 and LU 1176 wish him a long and happy retirement.

Finally, please make every attempt to attend your Local Union Meeting held on the 3rd Tuesday of the month at 5:30 pm.

Fraternally,

Rich Morales
Business Representative
District Council 16
Local Union 1176; San Leandro Auto, Marine & Specialty Painters
Dear Brothers and Sisters,

When I joined LU 159 in 1996, I had been in the flooring business for 14 years. Most of that time was spent in San Diego, where entire communities were popping up like weeds. In all that time, I only worked with one man who claimed to be a Union member. He was from out of state and wasn’t very talkative. I truly had no idea what a Union was about.

The 1st Union job I was hired onto (Luxor Towers) was winding down. A new job on the horizon was rumored to have a non-union contractor doing the floors, and it was smack dab on the strip...the Bellagio. Organizers knew it was coming, and had time to give us a crash course in C.O.M.E.T., with the hope that some of us could be hired by the non-union company. The classes went famously. They were fun and informative. Hell...with all these fantastic advantages, how could anyone not be for joining?

I was in for a rude awakening! I began speaking to installers on a one on one basis at first. This is when I first felt the pain of an Organizer. I had this HUGE organization behind me, offering more pay, medical and dental insurance, a vacation fund and money for retirement. Not one installer, who wasn’t already a member, could be swayed. I had never in my life heard so much regurgitation of anti-Union rhetoric. Finally came the day I was told to take my tools home. I was informed the general contractor was giving us the boot for being non-union. I believe I may have been the only one to leave his tools. Three days later, I was back on the job and that company had signed as a Union contractor.

What I thought would be easy, was anything but. Those who require instant satisfaction will be disappointed. Organizing takes a lot of time and an ability to discuss emotionally charged subjects with a calm demeanor. It takes persistence and the assistance of rank and file members. We all have taken the oath which specifies our obligation to assist, but very few of us actually volunteer. Let us do our best to change this. Volunteer! Attend your local meetings. Report unfair practices. Train apprentices to the best of your ability when on the job. Try to get new members to sign. Treat each other with respect. Help organize. If we all do these things, all our futures will be brighter.

In Solidarity,

Bruce Henson - President
District Council 16
Local 1512; Las Vegas, NV
Floor Covering - Carpet, Linoleum & Soft Tile Workers
Members of Local 1621,

What do I do to organize new contractors, markets, and how does this benefit our members and contractors?

First of all, not all contractors fit the profile of being a “Union Contractor”. The key is to identify those contractors who have the potential to be a good Union contractor and vetting them by assessing the type of work they perform, their economic viability, and the reputation of the owners of the company to name a few.

Organizing a contractor seldom happens quickly. It is generally the result of cultivating a relationship with the workers, the owner, their end users, or public agencies. It is also necessary to establish trust. Helping a contractor to navigate the obstacle course of public works or ensuring that they are able to secure a qualified crew on a Project Labor Agreement project can go a long way.

As you may have heard from the organizing agents reports at your local meetings, these methods don’t always work. There are contractors that for a myriad of reasons are bound and determined to never become a Union contractor. Generally, I find this is because they want to keep more for themselves, and give less to their workers, but not always. In these cases, we employ more aggressive tactics, “HOLDING THEIR FEET TO THE FIRE” tactics. This can be done by reviewing bid documents, combing through certified payroll, interviewing workers and investigating claims when an employer is cheating his workers.

By organizing and bringing on new contractors this expands the opportunities of employment for our members. This is the result of not only increasing the number of contractors to work for, but also increasing the end user base. At the same time, it helps to level the playing field for Union contractors by equalizing the wages, or by assuring that they’re not the victim of unfair bidding practices from contractors who would cheat on prevailing wage or public works projects.

Organizing is an ongoing and ever evolving endeavor. As markets and labor laws change, we must adapt to meet the challenge for the good of all workers everywhere.

Sincerely,
John Hughes - Organizer
District Council 16
Local 1621; San Jose, CA
Glaziers, Architectural Metal & Glass Workers

Greetings Brothers and Sisters,

As a young child, my father would point at buildings while we drove around in the car and say, “see the glass on that building? I installed that.” From a very young age, I knew he worked with glass. I also knew he was a part of the Union because he would take me to the Union picnics. I never truly understood what that meant until I joined Glaziers Local 2001 at 18 years old.

As a kid, I didn’t believe I had a lot of options in choosing my future. I didn’t finish high school and made some less than desirable decisions as a teenager, I was uncertain of what direction to take and how to establish a career for myself. In 2005, Local 2001 gave me a chance and accepted me into the Apprenticeship Program. With nothing more than a GED and a drive to be successful, I was determined to finish my apprenticeship and journey out.

As my family began to grow and I started having children of my own, I realized that the skills and knowledge I had been learning from my fellow brothers/sisters were much more valuable than I had ever thought. These skills I was learning were what was providing a life for my wife and children. The collectively bargained wages I was receiving was helping me to pave the path for my future and enhancing the quality of life my family would have. This realization made me revisit my childhood, seeing my father come home from working all day in the scorching heat of Las Vegas, and helping me to better understand the opportunity I was afforded. I then realized that the brotherhood ideology was in fact passed down by my father to me. That is what being a Union Member means to me.

As a troubled kid with a GED, I was able to journey out, become a Foreman, then become a Project Manager. I also hold office as the President of the Glaziers Local 2001 Executive Board. I could not have done any of it without every single brother/sister who helped me along the way. This Union and the Members that make it up put shoes on my feet as a child, and now, this Union and the Members that make it up allow me to put shoes on my children’s feet today. And you better believe that when I’m driving around with my kids in the car, I point out the window and say “see the glass on that building? I installed that!”

In Solidarity,
Daniel Lincoln - President
District Council 16
Local 2001; Las Vegas, NV
Glaziers, Architectural Metal & Glass Workers