



The Pride

January-April 2016

The Home of High Performance / High Value Finishing Craft Workers





**399 Fremont Street in
San Francisco**

On the Cover:

**The Historic California
Governor's Mansion**

Inside The PRIDE

4 *Chris Christophersen*
On Job Corps & Current Goals



DISTRICT COUNCIL 16
THE HOME OF
**HIGH PERFORMANCE/
HIGH VALUE FINISHING**
CRAFT WORKERS

7 *John Sherak*
Organizing Department
On Organizing Efforts

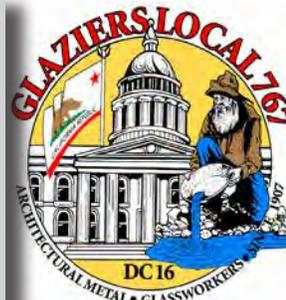


10 *Member Spotlights*
High Performance/
High Value



16 *Council News*
- 62nd Building Trades
Convention
- Job Corps

18 *Job Profiles*
- Governor's Mansion
- 340 Fremont St. - SF



22 *Labor Law*
"The Gig Economy"

23 *Local Union News*
Business Representatives
report on local issues



HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



Chris Christophersen
Business Manager/Secretary Treasurer
District Council 16

Recently I had the pleasure of being invited out to the Treasure Island Job Corps Center to visit with the new painting instructor Francisco Fallon and his students. For those of you that are not familiar with the Job Corps Center, member Chris Coleman of Local Union 913 had been the long time instructor there and has done an excellent job of placing graduating students among

our rank and file members. I want to wish Chris the best and hope to see him soon as he has some health issues that needed to be attended to.

Francisco Fallon has agreed to fill the void as the painting instructor at the center and is energetic and motivated to help the students graduate to give them the chance at a better quality of life.

“District Council 16 supports the Job Corps program’s mission of teaching these young people the skill set they will need to become employable and independent workers throughout our represented crafts.”

So what does the Job Corps Center do? Job Corps has 112 centers nationwide including Treasure Island; Job Corps is the nation’s largest career technical training

and education program for young people at the age of 16 through 24 that qualifies as low income. This is strictly a volunteer program and the cost is administered by the U.S. Department of Labor. This provides eligible young men and women with an opportunity to gain the experience they need to begin a career or advance to higher education.

At the Treasure Island Job Corps Center, we here at District Council 16 support the program’s mission of teaching these young people the skill set they will need to become employable and independent workers throughout our represented crafts. I look forward to visiting the students at the center from time to time.

So let’s talk some numbers, to remind all of you our General President challenged all of us at the 2014 General Convention to organize 30,000 new members in the next 5 years, “BOLD FUTURE” as it was referenced to. So when the convention started in August 2014, the IUPAT had 89,597 active members throughout the U.S. and Canada and to

date December 2015, we stand at 94,915 active members, for a total gain of 5,318 active members.

In the Western Region, we started at 26,858 active members in August 2014 and now stand at 28,982 to date December 2015. That net gain of 2,124 new members is the highest gain than in any other region. Here at District Council 16 in August of 2014, we stood at 6,652 active members and to date December 2015, we stand at 7,532 for a net gain of 880 active members.

So what do all these numbers mean? Well, for the big picture across the U.S. and Canada we are running just a little shy of our organizing goals but we have made positive strides and we still have time to accomplish what we have set out to do. Here in the Western Region and especially at District Council 16 we are happy to see the preliminary numbers. We fully understand to keep these numbers up it will continually take the hard work of our members, our Organizing Department, Service Department and Political Department all working together to not only retain the work that we enjoy currently but to gain the growth and opportunity of the current job market that stands before us.

There are other factors that help us accomplish these same goals, our members continue to lead in constantly upgrading their training and certifications to ensure they take advantage of opportunities when they arise. We continue to search for new ideas to grow the current STAR Program for our members to participate in.

“Our members continue to lead in constantly upgrading their training and certifications to ensure they take advantage of opportunities when they arise.”

The VAC program continues to grow and be one of the best programs for activism among our membership in our various communities, whether it is in the political arena, labor donations and numerous other events. This year we will be standing stronger with our retirees in the newly formed RAC (Retiree Activist Committee) in which I strongly encourage the retirees of District Council 16 to get involved and communicate

with your local union on events you would like to put together.

In the political and communications world, the overall goal of the District Council Political Action team should be to continue developing relationships with legislators and candidates who can benefit the members of District Council 16, and to maintain those which have proven over time to move our political agenda forward in a positive direction. We will be seeking appointments by our staff and members to boards, commissions and conferences that are relevant to our interests.

And as always, I would like to thank our members for having the foresight to continue to fund our policies and programs that work for the betterment of our membership. We all should look forward to a very busy year and let's keep this Council moving in the right direction.

Fraternally,

Christopher Christophersen Sr.
BM/ST
District Council 16

Director of Service



Vince Echeverria

2015 proved beneficial for the members of District Council 16, we negotiated and ratified Master Agreements and area Addendums, signed multiple contractors including general contractors and one of the biggest industrial coating contractors. District Council 16's Service and Organizing Departments compliment each other when their sites are set on accomplishing goals for the betterment of the members.

The Service Department has set goals for 2016 that once accomplished will benefit District Council 16 members and employers. At the 2014 General Convention, our General President challenged the entire International Union of Painters and Allied Trades (IUPAT) to organize 30,000 members within the next five years, our goal is to exceed our portion of the 30,000 and at the same time retain the current membership. To meet this goal we have to partner with new

signatory contractors and venture out into markets where we have little or no presence. The Service and Organizing Departments are educating themselves in forums such as Business Development and Advanced Industrial Organizing Training as well as the education they are receiving from the IUPAT's Leadership Training Series. Business Representatives are required to complete eight weeks of training within a two year span and the training the Business Representatives receive from the District Council 16 and IUPAT is geared to create employment opportunities, increase hours, growth in membership and contractor base.

“We are offering an abundance of training for the membership, all you have to do is sign up and participate, in which you are creating value for yourself and your employers.”

District Council 16 is also focused on education for the membership in the forums of Membership Orientation, Stewart Training, STAR and Supervisory Certification Training (SCT) and we are now in the process of scheduling SCT-4. To date attendees for SCT-1 (904), SCT-2 (383) and SCT-3 (111), as a reminder if you are a

foreman, leadman or supervisor you are required to finish your SCT Training. We are also in the process of developing a Contractors Orientation which should alleviate contractual or trust fund issues before they arise. We are offering an abundance of training for the membership, all you have to do is sign up and participate, in which you are creating value for yourself and your employers.

We are in process of intergrading computer systems in areas where local unions share a building. The idea behind this is for a member to have the ability to pay their dues, sign off on a referral or assist the needs of the member with whichever administrative assistant greets the member. All administrative assistants will be able to assist any member no matter which local the member holds his/her dues card. There have been many times in local union offices that there are an abundance of members trying to pay dues at one time, so we are looking for ways to stream line the process for both members and the administrative assistants. Please keep in mind when you come up on that type of situation be patient with the administrative assistant. There are more of you than them and their jobs can be as demanding as yours. Be appreciative of the work they do for the membership.

Fraternally,

Vince Echeverria
Director of Service
District Council 16

Director of Organizing



John Sherak

I'm pleased to report that 2015 was a very productive year in organizing. The Organizing Department was relentless on their targeted non-union contractors. That diligent effort generated many complaints and violations that were filed with the DIR, DLSE, DOL, EPA, OSHA and DAS. These produced penalties that can cost the non-union contractor heavily.

There were a myriad of pickets throughout the Bay Area and Sacramento that shutdown projects entirely. The San Jose Down Town Health Center project that I wrote about in past PRIDE articles, was picketed by DC 16 twelve times last year. We had numerous first amendment campaigns that affected and changed the relationships established between developers, end-users, owners and contractors that hired the non-union subcontractors. We are in productive law suits against unscrupulous con-

tractors that disregard the rules and cheat their employees.

The Organizing Department used many other covert strategies and tactics that produced work opportunities for our members. Some of the actions DC 16 employed last year were bullhorn disruptions, picketing, bannering, hand-billing, flyers, protests, monitoring projects, recruitment strategies, dispatching apprentices, requesting certified payroll records, reporting unsafe practices, house calls, salting and observing. All these actions are ways DC 16 Organizing fights for the rights and dignity of all workers. However, DC 16's main effort in organizing is to create hours of employment for our members and protects our crafts we represent.

“Your hard work, your activism and participation in organizing efforts can help change our future.”

Let's look at the numbers: Since January 1, 2015 we have organized 19 new contractors. This is giving more work opportunities for our members and more hours to our trust funds. The Market Recovery Program is doing very well and continues to produce lots of opportunities for our

contractors. In 2015 we paid out 101,215 Glaziers hours; 109,648 Painters hours; 55,862 Floor Covering hours and 12,242 Dry-wall Finishing hours. For 2016 we have already secured another 232,513 (Glaziers), 188,600 (Painters) 87,399 (Floors) and 30,553 (Drywall) hours.

Moving forward in 2016, we are hiring a new Organizer for the Fresno area. We have upcoming training scheduled for our staff in advanced organizing in Industrial painting. My department will be taking advantage of every opening and pushing the envelope in all our organizing campaigns. As always we will stay up to date in all laws that pertain to the protection and betterment of working people.

You, the members, play a key role in organizing in the labor movement. Your hard work, your 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 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

Director of Training



Alex Beltran

We are glad to announce that the start time for all Apprenticeship classes has been changed to 6:00am effective immediately. This eliminates the confusion of having different start times for classes of Holiday and DDO weeks as well as STAR training classes. As we get closer to June 30th please keep in mind that STAR classes will be filling up fast. It is important to preregister for a class rather than walking in.

Glazing:

Our Glaziers will be having a new certification (Green Advantage Curtainwall Installer Certification) Program. After we run our pilot class through the test and work out the bugs we will be holding prep classes through our STAR Program. This will help prepare our members with the required study materials. This is just one of several certifications that we are working toward. Also please be aware that OSHA has passed a law, we must be trained for Rigging and Signaling for our Glass Manipulators. These certifications have to be completed and tested by a third party. We are currently working

with the FTI on all requirements for this training. We held a Signaling Course at our Training Center where we had a low pass rate. These courses will be challenging but none the less important to keep our work.

Flooring:

We are now fully equipped for synthetic turf training and have completed our first on-site turf field training installation.

With the help of the experts at Jon-Don, we continue our current classes on concrete polishing and have more advanced classes coming.

The IUPAT FTI, as well as our District Council and Apprenticeship have been working on a new Carpet Installer's Certification Program. This certificate is already recognized by several different carpet mills including Axminster and Wilton.

Painting:

We are going to start offering an SSPC C-3 class once a quarter to our members. Our goal with the Apprentices is to have them successfully pass a C-7 (SSPC Sand blast), C-12 (SSPC Airless Spray) and the C-3 before completion of their Apprenticeship. This goes a long ways towards getting them through the CAS testing process. We are also gearing up to offer RSO training that will consist of a 24 hour class and then site specific training as well. To work at refineries, this is going to be a requirement in the future.

On another note, the Apprenticeship has just acquired an EcoQuip blast machine. Graco's EcoQuip blasting equipment is designed for cleaning-to-surface preparation to the largest and most demanding

blasting projects. Our vapor abrasive blasting equipment generates less dust and uses less water and media than traditional wet blasting equipment, saving time and money. We will be offering STAR classes on this piece of equipment in the future.

Secondly, on the commercial side through STAR, we are offering Wall Covering Applicator Training classes that are designed to offer the hands on training that will get participants started on the techniques of vinyl wall covering applications.

District Council 16 instructors recently attended Bridge Access Platform Training in Seattle, WA. DC 16 JATTF Staff is currently working to develop training and curriculum to bring this valuable instruction, which uses Safway QuikDeck and Safespan bridge platform systems, back to our Industrial Bridge Painting members.

Drywall Finishing:

April of this year, the DC 16 JATTF will be sending staff to the 2016 INTEX Wall and Ceiling Expo in New Orleans, LA. Industry trade shows afford our instructors an opportunity to keep abreast of the latest technologies, tools and improvements in the wall and ceiling industry.

We are the "Best of the Best".

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



High Performance, High Value

STAR PROGRAM

3rd & 4th QUARTERS CLASS SCHEDULE

JANUARY 2016 TO JUNE 2016

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.**

*** Students Registering for Welding Certification 201 MUST have completed Welding Certification 101.**

- **OSHA 30** now requires 32-Hrs of Training, 8-hrs per Day. (4 classes MUST be completed within a 6 month period)
- **Total Station Training** participants must pass each class in order (A-D) to be able to advance to the next class

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

<p>JAN 9TH</p> <p>(A) OSHA 30A (1st Day-8 Hrs) – SL ● (D) The Graco Mark 5 (Operation/App.) – SL (G) Total Station A (Intro & Math) – SL ■ (A) Focus 4/Haz-Com – SL (F) Heat Welding – SL (P) Drywall Repair for Painting Industry - RNO</p>	<p>MAR 5TH</p> <p>(A) Survival of the Fittest) – Sacramento <i>(This is a one-time MANDATORY class.)</i> (A) Swing Stage Certification – SL (P) CAS Training “C” – SL (A) RRP Lead Renovation & Repair – SL</p>	<p>MAY 7TH</p> <p>(A) OSHA 30C (3rd Day-8 Hrs) – SL ● (F) VCT – SL (P) CAS Training “B” – SL (G) Rigging & Hoisting “A” – SL (G) Total Station D (Coordinate & Layout II) – SL ■ (A) OSHA 30D (4th Day-8 Hrs) – SAC ● (A) Booms & Lifts- RNO</p>
<p>JAN 16TH</p> <p>(A) Scaffold – SL (G) Welding Certification 101 – SL (P) CAS Training “A” – SL (D) Drywall Venetian Plastering – SL (G) Rigging & Hoisting “A” – SAC (A) 1st AID/CPR – FRESNO</p>	<p>MAR 12ST</p> <p>(G) Rigging & Hoisting “A” - SL (A) Booms & Lifts – SL (D) Drywall Repair-Texture Match – SL (A) Booms & Lifts – FRESNO (G) Total Station A (Intro & Math) – SL ■ (A) (Sat & Sun) – OSHA 30, Part 1 - RNO</p>	<p>MAY 14TH</p> <p>(A) 1st AID/CPR – SL (G) Spyder Crane Training - SL (A) Fall Protection Certification - SL (D) Drywall Repair-Texture Match – SL (A) RRP Lead Renovation & Repair – SL (F) Scribing – SAC</p>
<p>JAN 23RD</p> <p>(A) OSHA 30B (2nd Day-8 Hrs) – SL ● (A) Booms & Lifts – SL (P) Intro to Spray Techniques – SL (G) Total Station B (Coordinate (y-x-z)) – SL ■ (A) OSHA 30A (1st Day-8 Hrs) – SAC ● (A) Scaffolds,Ladder Safety & Fall Protection - RNO</p>	<p>MAR 19TH</p> <p>(P) Spray Techniques II – SL (P) Advanced Wall Covering – SL (G) Total Station B (Coordinate (x-y-z)) – SL ■ (F) Carpet Stair Work – SL (G) Welding Certification 201 (PRACTICE) – SL * (A) Fall Protection Certification – SAC</p>	<p>MAY 21ST</p> <p>(A) Booms & Lifts – SL (A) 1st AID/CPR – SL (G) Welding Certification 201 (PRACTICE) – SL * (A) RRP Lead Renovation & Repair – FRESNO (G) Spyder Crane Training - SAC (P) (Sat & Sun) Intro to Wall Covering – RNO</p>
<p>JAN 30TH</p> <p>(P) Drywall Repair for Painting Industry – SL (P) Intro to Faux Finishes - SL (G) Welding Certification 201 (PRACTICE) – SL * (A) 1st AID/CPR – SL (A) Flagging & Traffic Control – SL (F) Cove Pattern – SAC</p>	<p>APR 9TH</p> <p>(A) OSHA 30A (1st Day-8 Hrs) – SL ● (G) Spyder Crane Training - SL (F) Cove Pattern – SL (D) Drywall Textures Spray Techniques – SL (A) OSHA 30C (3rd Day-8 Hrs) - SAC ● (A) (Sat & Sun) – OSHA 30, Part 2 - RNO</p>	<p>JUN 4TH</p> <p>(A) OSHA 30D (4th Day-8 Hrs) – SL ● (P) 8 Hr Lead Refresher – SL ** (D) The Graco Mark 5 (Operation/ Appl.) – SL (G) Glazing Door Hardware/Panics– SL (A) Scaffold – SAC (P) (Sat & Sun) Intro to Wall Covering – RNO</p>
<p>FEB 6TH</p> <p>(A) OSHA 30C (3rd Day-8 Hrs) – SL ● (G) Total Station C (Coordinate & Layout) – SL ■ (P) CAS Training “B” – SL (G) Rigging & Hoisting “B” – SAC (G) Spyder Crane Training - SL (A) (Sat & Sun) OSHA 10 / Fall Protection- RNO</p>	<p>APR 16TH</p> <p>(P) 8 Hr Lead Refresher – SL ** (A) 1st AID/CPR – SL (P) Drywall Repair for Painting Industry – SL (A) Fall Protection Certification - SL (G) Total Station C (Coordinate & Layout) – SL ■ (A) Booms & Lifts – SAC</p>	<p>JUN 11TH</p> <p>(A) Survival of the Fittest) – HAY/CHABOT <i>(This is a one-time MANDATORY class.)</i> (P) CAS Training “C” – SL (G) Rigging & Hoisting “B” – SL (A) Booms & Lifts – SAC (P) 8 Hr Lead Refresher – FRESNO** (F) TEC-TALK-Moisture Mitigation & Floor Prep –SL</p>
<p>FEB 20TH</p> <p>(P) 8 Hr Lead Refresher – SL ** (P) Advanced Faux Finishes – SL (G) Glazing Blueprint & Layout – SL (A) Fall Protection Certification - SL (A) 1st AID/CPR - SAC</p>	<p>APR 23RD</p> <p>(A) OSHA 30B (2nd Day-8 Hrs) – SL ● (P) CAS Training “A” – SL (F) Conventional Carpet – SL (G) Welding Certification 201 (PRACTICE) – SL * (A) Focus 4/Haz-Com – FRESNO (A) (Sat & Sun) OSHA 10 / Fall Protection- RNO</p>	<p>JUN 25TH</p> <p>(A) 1st AID/CPR – SL (A) Flagging & Traffic Control – SL (D) Drywall Repair-Texture Match – SL (A) Fall Protection Certification – SAC (F) Concrete Grinding/Polishing - SL</p>
<p>FEB 27TH</p> <p>(A) OSHA 30D (4th Day-8 Hrs) – SL ● (P) Intro to Wall Covering – SL (G) Total Station D (Coordinate & Layout II) – SL ■ (A) Scaffold – SL (G) Welding Certification 101 (PRACTICE) – SL (A) OSHA 30B (2nd Day-8 Hrs) – SAC ● (A) American Heart Association CPR- 1ST Aid - RNO</p>	<p>APR 30TH</p> <p>(A) Swing Stage Certification – SL (D) Drywall Venetian Plastering – SL (A) 1st AID/CPR – SL (G) Rigging & Hoisting “B” – SL (A) 1st AID/CPR – SAC</p>	

Director of Communications

**High Performance
High Value**



**Rule # 1
The Members Come First**



Mike West

the process of arranging for the dispatch of one of our members to the project.

Shortly after the dispatch of Local 487 member Aurelio (Ray) Castro to the job, he was compelled to point out to the general foreman overseeing all of the historic renovation that the other painters were not professional painters, much less master painters. He told the foreman that he could not work this way. After taking a closer look at the finished work, they realized that Ray was correct and they started to request more dispatches from Local 487.

The State of California Department of General Services had hired many of the painters off of Craigslist with little or no back-checking of their claims as “Master Craftsmen”. It was later discovered that someone had told General Services that Union Painters did not have the skills to perform on a high end historical restoration project such as the Governor’s Mansion. They were lead to believe that Union Painters only did big commercial and industrial work, but were not able to perform residential work to the standard required on this project.

Over the several months that the Painting scope was completed on the mansion, a systematic turnover of the Painters took place with eventually all of the “Craigslist” painters being replaced by our Union Painters. Not only

were our members the right ones to perform this scope of work, but come crunch time, they were the only ones who could eventually complete the project on time with the required level of craftsmanship.

This is a classic example of why relationships and influences on government agencies are so important. It’s much better to start a project like this with the right manpower than to have to keep proving it over and over again.

Ray Castro, the members and Business Representatives of Locals 487 and 1237 should be proud of their work on the Historic California Governor’s Mansion. See more photos of the project under job profiles.

THE SACRAMENTO BEE



“Master painters work on the historic Governor’s Mansion in Sacramento”

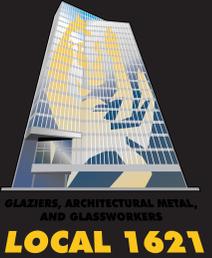
Last fall this newspaper article on the front page of the Sacramento Bee caught my eye. It was a picture of the historic Governor’s Mansion which included an interview with a so called “master painter”. After consulting with Local 487 Business Representative Steve Caster, this man was not our member. Steve was aware of this project and in



Mike West
Director of Communications
District Council 16

Local 12 & 1621

PATCH Fundraiser



CAR SHOW



Cars & Trucks



Motorcycles

Training Center Open House

For more info
Contact:
Kristine
(925) 245-1080
OR
Ginny
(408) 824-1280

April 9th, 2016

11a.m. - 3p.m.

District Council 16 Training Center
2020 Williams Street
San Leandro, CA 94577

All tax deductible
donations go to the
Painters and Allied
Trades for Children's
Hope Foundation

Music • Food • Beverages • Gift Bags • Dash Plaques • 50/50 Raffle

Member Spotlight



Steve Rodriguez

Being that I sit on the Apprenticeship Committee, at our last meeting during our Apprentice

review, Steve's story caught my attention and I approached him and asked if I could feature him in the next issue of the Pride. He was surprised at first but agreed to do so.

Brother Rodriguez worked for his uncle on the weekends for M&M Carpets in the late 90's. He didn't care for the work load at first but did appreciate having picked up a skill set that could later be beneficial. In 2000, with the influence of his cousins (Local #12 members) Steve joined up with the Union and went to work for West Valley Carpets. Since then, Steve

has worked for several Union shops and is currently at Welker Bros.

Steve is a proud father of two boys and three girls and serves as President of the Chevitos Car Club out of San Jose CA. Brother Rodriguez enjoys working Union and understands the importance of training.

Lastly he recognizes the significant difference between non-union and Union and is proud to say that he is a member of the Carpet, Linoleum, Soft Tile Workers Local #12.



TJ Gardner II

TJ joined Local Union 272 in 2004 as a Taper Apprentice, working with his father Tod at

DPR. After journeying out, he spent about a year in the field taping, then spent the next year and a half working in the office, first as a junior estimator and moving up to project manager overseeing work at Genentech.

After missing some time for an injury, TJ returned to work, this time for Boyett Construction as a foreman. In 2010 he went to work for Jerry Thompson again as a taping foreman, working on various projects including some Napa Valley wineries and the Historic California's Governor's Mansion.

It was at this time that he saw a value in going back into our

JATC as a Painter Apprentice. He started doing some light Industrial work at the Dublin BART and loved it. Since then he has worked on the Hetch Hetchy SF water pipeline, the Santa Clara 49ers Stadium and also the retrofit on the Golden Gate Bridge.

TJ is active in the STAR Program and just started as a Delegate to District Council 16 this last year.

He lives in Tracy with his wife Ylicia and four children, Oryan, Isabella, Preston and Kaily. They have fun having bonfires with friends and he enjoys playing a strategic card game, Magic.

This section is dedicated to all Brothers and Sisters



Saul Gutierrez

Brother Saul Gutierrez has been in this industry for more than 20 years. He joined the Union about 4 years ago and is currently working for George E. Maskers.

Saul worked for non-union shops for more than 15 years. While working for Burdick Painting he became aware through conversations and mentoring by DC 16 Organizer Cecil Longoria, that he could do much better with the Union in regards to training and benefits. Working for the Union has given him many opportunities and benefits.

Brother Saul has been happily married for 17 years. He has 3 boys and looks forward to seeing his boys grow up and succeed in life.

In Saul's free time he likes to go camping and hunting. He is currently a delegate to District Council 16 from Local 3 and a Trustee at his local also. He stays active in VAC's and will continue to give his support for his Union brothers and sisters.

We are happy to have Saul as one of our High Performance/ High Valued members.



Ray Castro

Ray Castro has been painting for over 33 years. He started right out of high school and has stuck with it ever since. He joined the Union down in Los Angeles in 1997. After Painting Union for 14 years down in Southern California, Ray moved North and became a member of Local 487 in Sacramento in 2011.

Of the many notable projects Ray has performed on over the years, he was recently employed by the State of California Department of General Services on the multi-million dollar renovation of the historic California Governor's Mansion. Although the working conditions of this project

were less than what a Painter working for one of our signatory employers enjoys, Ray hung in there and was instrumental in proving why Union Painters are the right choice for such an intricate project.

Ray has a passion for fishing and travels to various areas of the state to fish for Sturgeon, Yellow Tail and Sea Bass to name a few.

We are proud to call Ray Castro a High Performance / High Value Member of Local 487 and District Council 16.

who best exemplify "High Performance / High Value"

The Walter Cantrell Scholarship

A stack of several books is shown, with a graduation cap (mortarboard) resting on top. The cap has a red top and a white base. The books are stacked in a slightly irregular manner, with some pages visible. The background is a solid light yellow color.

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, 2016

Winners will be announced in July of 2016

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: 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.

This year's essay topic is: ***What roles do women play in the Labor movement and how can we support the growth of women in the Building Trades?***

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)

SSN/SIN _____

Name _____

Address _____

City State Zip _____

Male _____ Female _____

Date of Birth _____

Single /Married _____

Date of Graduation _____

Mail To: **District Council 16
2705 Constitution Drive
Livermore, CA 94551**

List the College, University, Vocational/Technical School or other institution of higher learning you are attending or planning to attend.

Briefly describe the course of study you intend to pursue and the educational goals you have established for yourself.

DC16 Local Union number of parent/guardian who is member

DC16 Member's Name _____

Member's Signature _____

Member's SSN/SIN _____

Date _____

Council News

The 62nd Convention of the State Building and Construction Trades had an impressive line-up of speakers; Assembly Speaker Toni Atkins, Senate Pro-Tem Kevin de Leon, Controller Betty Yee, Assembly Speaker Elect Anthony Rendon, Kamala Harris and of course Governor Jerry Brown among many others. Legislative and financial reports were delivered and there were a couple of resolutions passed. The Executive Officers of the State Building Trades were re-elected without opposition with Robbie Hunter as President.



FIF 2015 was a great success again this year bringing our Union Leaders and Management Partners together to discuss issues relevant to our industries and our movement as a whole. The normally dry economic outlook was improved by delivering it with some humor.



The DC 16 team along with Robert Smith, Political Director of DC 36 and our Lobbyist went into action in response to a revived bill, SB 47. The bill would prematurely impact the turf industry in the event that studies show any adverse effects as the result of exposure to “crumb rubber”. The current studies have confirmed the product made from waste tires is safe, and existing law provides subsidies to schools who use tire products in their fields and tracks resulting in a sharp decline of tires going into landfill. SB 47 was suspended last year due to opposition lead by DC 16 and our lobbying team. We gained the support of the State Building Trades and the California Labor Federation among many others in opposition to SB 47. We have always supported the study, but the author failed to consider our suggested amendments. While the DC16 team testified, Robert Smith and our Lobbyist Bob Giroux worked the committee members and eventually the SB 47 failed in committee by one vote. We would still support a measure that would study the issue, but not create an atmosphere of fear that would impact an entire industry until the facts are again substantiated. *M. West*



Council News

The students from the IUPAT Job Corps Program toured DC 16 in Livermore where BM/ST Chris Christophersen and Business Representatives from our Local Unions spoke with each of the students. They encouraged the students to pursue the craft they loved most and that with hard work and perseverance they too could one day be a High Performance/High Valued member in one of our respected crafts or even in the shoes of a Business Representative, Department Director or as BM/ST. Job Corps was created in 1964 and its mission was to ensure that disadvantaged youth had the opportunity to learn a skill or trade to make a better life. Job Corps is America's oldest, largest and most comprehensive residential training program for unemployed and undereducated youth.



District Council 16 Volunteer Activist Committee (VAC) members are off to a great start in 2016 with events ranging from community clean-ups to church painting and cleaning activities to political events and city council meetings just to name a few. We are looking forward to working with the newly formed Retiree Activist Committee (RAC) on some upcoming events and volunteer opportunities. Please promote our volunteer programs for active and retired DC 16 members and their families and we will certainly remain as the most active District Council in the entire IUPAT simply based on the number of volunteer shifts we work annually.



We want YOU for the St. Patrick's Day Parade!
DISTRICT COUNCIL #16
 Upcoming VAC Event
 When: March 12th, 2016
 Meeting Place: 420 2nd Street,
 San Francisco
 Meeting Time: 11:00 AM



California Governor's Mansion - Sacramento

The historic California Governor's Mansion has now returned to being the official residence for the state governor after a multi-million dollar renovation project. The thirty room, three story victorian mansion was built in 1877 for local hardware merchant Albert Gallatin. Ronald Reagan, who lived in it for only four months, was the last governor to reside there for nearly 50 years.



Lucile Packard Children's Hospital



340 Fremont Street - San Francisco



399 Fremont Street - San Francisco



Stanford Project - Palo Alto



“The Gig Economy”

By: David Rosenfeld

Why is there so much news about the “gig economy”? Why should this be of such great concern to members of the District Council?

The “gig economy” is a term which describes workers who lose all the benefits of employment status. The idea is that they work from job to job and are classified as independent contractors. Uber and Lyft drivers are perfect example. Because of the “application” which controls their work, they really are employees of Uber and Lyft.

Nonetheless, Uber and Lyft treat them as independent contractors. This saves these companies a lot of money. Worker’s compensation laws, unemployment insurance laws, state disability, the right to organize, discrimination laws, the right to be reimbursed expenses incurred on the job, the right to overtime and minimum wage, and all employment laws do not apply to independent contractors.

As a result, Uber and Lyft drivers often make less than even the minimum wage if you take into account how much they are paid for how many hours they work, less the expenses they incur for driving their cars, gas and upkeep.

More importantly, everyone is cheated. Because there is no payroll tax they do not receive Social Security and the government is cheated of income tax revenues.

“This cheats the workers, cheats the government, and just is not playing by the rules.”

This misclassification of workers is a further race to the bottom for all workers. Members of the District Council should be seriously

concerned about this. More and more employers are misclassifying employees as independent contractors even in our industries. This cheats the workers, cheats the government, and just is not playing by the rules. Misclassification is being played out in many arenas. There are lawsuits, new laws, and renewed efforts to enforce the law.

Members of the District Council who work under collective bargaining agreements are all treated as employees and have the important benefits of employee status. Members who have friends who are misclassified should help them get them assistance to get their classification changed and all the benefits of employment. In some case the Organizing Department can help them. What they need most is the protection of a union contract.

David Rosenfeld

Get Unlimited Data



when you have AT&T Wireless
and DIRECTV®, and watch
the hottest shows on the go.

4 lines

\$180/month*



Price after \$40 credit (starts in 2 bill cycles). After 22GB of data usage, AT&T may slow data speeds.

*\$60/mo. plan charge + \$40/mo. access charge per smartphone line. Pay \$220/mo. until credit starts. Reqs elig. TV svc (avail. separately). If not elig., AT&T will move you to 10GB plan (Overage charge \$15/GB) or may move to your old plan (restr's apply). TV content varies by device, location & pkg.

IUPAT District Council 16 union members

can watch TV live, on the go and get a

discount of 15%

on the monthly service charge of qualified AT&T wireless plans.

Visit att.com/getdatarich

To find the AT&T store[^] closest to you, visit: att.com/find-a-store

Or, to purchase online, visit att.com/wireless/UNIONDISCOUNT

[^]If you visit a local AT&T store, please have proof of eligibility.

Mention Discount Code: FAN5769384

AT&T Unlimited Plan: Not avail. in U.S. Virgin Islands. **Eligibility:** Must remain active & in good standing on residential DIRECTV or U-verse television svc (TV) & AT&T Unlimited Plan. Puerto Rico customers must agree to sharing of acct info btwn DIRECTV & AT&T. Customers must meet all eligibility reqmts w/in 60 days of wireless activation. **Lost Eligibility: You are removed automatically from unlimited plan & moved to another plan if do not meet all eligibility reqmts.** Existing AT&T postpaid customers who have not added any new devices to the unlimited plan are moved to their old plan, if avail. Customers who cannot be moved back are moved to plan w/ 10GB of shareable data & overage charge of \$15/GB. Once moved, you can move to any currently avail. plan at any time. **Data Restrictions:** After 22GB of data usage on a line in a bill cycle, for the rest of the cycle AT&T may slow data speeds on that line during periods of network congestion. **Tethering & Mobile Hotspot use prohibited. \$180/mo.:** Pricing for wireless svc only. \$60/mo. plan charge plus \$40/mo. access charge per smartphone line for 3 lines (4th smartphone line is add'l \$40/mo. & gets a credit starting w/in 2 bill cycles). **Device Limits:** Select wireless devices only. 10 per plan. Purch. limits apply. Sold separately. **Discounts:** May not be elig. for all discounts, offers & credits. See att.com/unlimited for plan details.

GEN. WIRELESS SVC: Subj. to Wireless Customer Agmt (att.com/wca). Svcs are not for resale. Credit approval, activ./upgrade fee (up to \$45) & deposit per line may apply. **Other Monthly Charges/Line:** May include taxes, fed. & state universal svc charges, Reg. Cost Recovery Charge (up to \$1.25), gross receipts surcharge, Admin. Fees & other gov't assessments which are not gov't req'd charges. **Pricing, promotions & terms subject to change & may be modified or terminated at any time without notice.** Coverage & svc not avail. everywhere. You get an off-net (roaming) usage allowance for each svc. If you exceed the allowance, your svc(s) may be restricted or terminated. Other restr's apply & may result in svc termination.

GEN. TV SVC: DIRECTV & U-verse avail. separately. Term agmt, add'l fees & restr's apply. **DIRECTV:** Visit directv.com/legal or call 1-800-DIRECTV for details. **DIRECTV Everywhere:** Functionality, programming & channels vary by device, location & pkg. (Streaming limited to 5 shows on 5 devices at once) Subj. to change at any time. See directv.com/everywhere for compatible devices & details. **U-verse: Geo. & svc restr's apply.** Visit att.com/Uverse to check svc availability.

Svc discounts: Avail. to qual. union members & other auth. indivs. assoc. w/ elig. unions & other sponsoring organizations w/ a qual. agmt ("Business Agmt"). Must provide valid employee badge/paystub, union membership card or other approved proof of eligibility & subscribe to svc under an Indv. Responsibility User account for which the qual. indiv. is personally liable. Discount subj. to wireless svc agmt between sponsoring organization and AT&T (Business Agmt) & may be interrupted, changed or discontinued w/out notice. Discount may vary monthly. Applies only to recurring mo. svc charge of qual. voice & data plans (unless otherwise provided in Business Agmt), not overages. Min. mo. svc charge, add'l AT&T svcs, or other elig. req's may apply. Not avail. w/ unlim. voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to mo. plan charge of plans with 1GB or more, not to add'l mo. device access charges. Add'l restr's apply. May take up to 2 bill cycles after elig. confirmed & will not apply to prior charges. Applied after application of any avail. credit. May not be combined w/ other svc discounts. Contact your sponsoring organization or us at att.com/find-a-store w/ questions. All other marks contained herein are the property of their respective owners. Service provided by AT&T Mobility. © 2016 AT&T Intellectual Property. All rights reserved. AT&T and the AT&T logo are trademarks of AT&T Intellectual Property.

Greetings Brothers and Sisters,

2016 is here and with it new challenges and opportunities.

This year is an election year, in June we have the primaries and in November the Presidential election. It is very important that those who are not registered to vote, do so. If you are not involved in the voting process someone else will decide for you. Whoever is elected in November will have influence in our daily lives through vetoes and legislation that affect the way we earn a living and provide for our families. There will be many VAC opportunities to phone bank and precinct walk. All members willing to volunteer contact your Union Local VAC coordinator or get online at www.dc16iupat.org and go to the VAC calendar for events.

In construction news the following will help with job opportunities:

- Construction will likely see “a substantial lift in coming months” with the enactment of the \$1.14 trillion fiscal year 2016 Omnibus Appropriations bill, which increases spending for many federal construction programs and gives extensions to renewable energy tax credits for wind, solar and geothermal projects and other business tax incentives, the Engineering News-Record reported.

- The General Services Administration’s construction and acquisition account scored \$1.6 billion — triple its past funding — which includes \$948 million for new courthouses. In addition, the Department

of Veterans Affairs, which has faced a barrage of criticism from Washington and elsewhere for its construction budget and management debacles, saw its construction account more than double to \$1.2 billion. Although \$649 million of that amount is contingent on the VA entering into an agreement with another federal entity in order to manage construction projects of \$100 million or more.

Attend your Union meetings so you can keep informed about upcoming political events and industry news.

In Solidarity,

Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3

Dear Brothers and Sisters,

I’d like to start by saying I hope you all had a safe and Happy Holiday Season with your families and friends. It’s important to spend some quality time with the ones that you care about, especially in these busy times. With that said, we only have 21 people on the Out-of-Work list so far this month. Being that there are over 900 active members, 21 isn’t a whole lot.

We have sent out letters to all active members letting them know that we are accepting resumes for an open Business Representative position. Keep in mind, this position isn’t your regular 9 to 5 job! It means long hours, working weekends, going to training and being away from home a lot, just to name a few. But it does have its rewards. Hopefully everyone

that might be interested has their current address on file with the local. The reason I say this is because whenever we send out a mass mailer, we always receive 100-200 letters back indicating “no longer at this address”. This could affect you in a couple of different ways, 1) you don’t receive important communications from the Union, and 2) it’s your duty and responsibility under ARTICLE XVIII #21 of Local Union 12’s Bylaws.

As you know, our \$2.00 per hour increase took effect starting January 1, 2016. Out of that \$2.00, \$.78 went to Pension Deficit Reduction, which left \$1.17. The members allocated \$.50 to both the Annuity and Vacation Holiday and \$.17 to Market Recovery Program. If you were not part of that allocation vote, then you missed your opportunity to have

your voice heard. I would suggest that you make an effort to attend the meetings whenever you have a chance; this is where we discuss all matters of the Union and where you can voice your opinion (in an orderly fashion). This is your Union, get involved!

For those of you that made 3 VAC events, you should have received your invitation to the VAC Banquet held on February 27 at the Ruby Hill Winery in Pleasanton. This is a great event and it’s our way of saying “Thank You” for all the help you give us when called upon. I hope to see you there.

Fraternally,

Tony Tofani
Regional Director
District Council 16
Local Union 12

Local Union News

Local 83

Happy New Year!!! Brothers and Sisters,

Let me start off by saying, that I hope all of you had a safe and joyous holiday spent with family and friends. Even though the New Year is still young, there have been many additions to District Council 16.

In the past year District Council 16 signed 13 new contractors, with 3 major additions within the Painting and Drywall Finishing crafts. In the industrial painting sector, Certified Coatings was signed. Within the drywall finishing sector both Swinerton and Webcor signed the Master Agreement. With many new projects coming out of the ground, 2016 is already shaping up to be a very fruitful and busy year.

We have also made a change to the STAR's Program. Starting July 1 of 2016, if you sign up and complete the two classes by December 31, that are required to attend the party in 2017, you will receive a secondary raffle ticket, for a raffle that will only include the members that have taken the classes in that timeframe. Also, the HMS health and welfare audit was a huge success. Removing ineligible dependents from our health and welfare plan that will save us thousands of dollars a year, which in turn will help keep our health and welfare increases to a minimum.

We are also on the brink of the monumental political season, not only with the presidential race but also with our local representatives in our home areas. We will be needing help with a number of

different things such as precinct walks, phone banks etc. If you're interested in lending a hand, please contact Pres. Howard Howard of Local 83 as he is our VAC coordinator. As you know the Graton Hotel broke ground last year and is in full swing. Our Drywall Finishers will be on site in late May, with the Painters following directly behind them.

In closing, I encourage you to attend the Local 83 regular membership meetings on the second Thursday of every month at 6 PM.

Work Hard, Work Smart, Work Safely!

Matt Egan
Business Representative
District Council 16
Local Union 83

Local 169

Dear Brothers and Sisters,

Happy New Year! It's hard to believe I have been here as your business agent for over a year. It's been challenging but a rewarding year and I thank you for your support. As you know, we are in an El-Nino heavy rain year and even though there is a lot of work out there, you may be getting some time off due to rain (something we haven't seen in the last four years). The work picture continues to stay strong with 169's membership climbing towards 1000.

With 2016 being an election year, you will be receiving a call from one of our members who personally volunteered their time to remind you to vote. Please be kind to these folks when you receive this call as your vote is important and we want to make sure your vote is counted.

At the May meeting we will also have nominations for all E-board positions and if needed elections in June.

2016 brings changes to our office staff as well. After nearly 9 years of service Lynn Christophersen will be leaving Local 169. She won't be far though, she will be moving upstairs to the STAR Program. We wish her the best in her new position. Catrina Christopher from Local 1176 will be taking over as admin and we know she will do a great job. Once Catrina gets settled in, I will be implementing an automatic dues payment system. Should you decide to sign up for it, over the counter dues will automatically be paid and deducted from your account every quarter (or 6 months or yearly however you decide). This option will eliminate the concern of worrying if you are

up to date or not current on your dues. So look for more information arriving in the mail within the next couple of months.

Also the early rewards for STAR are finally arriving. For those who get their 2 classes in within the first six months (of the STAR fiscal year July-June) they will be rewarded. Check the STAR website for details.

I look forward to the challenges the New Year brings and hope to see you at our meeting on the 4th Wednesday at 5:30pm.

Fraternally,

Tim Deal
Business Representative
DC 16 Glaziers Local 169

Hello Members of Local 272,

Happy New Year! I hope all of you had a happy and safe holiday season.

Let's start this off with the Salinas Unified High School District Project Labor Agreement that I have previously spoke about. Well the bids came in, and contrary to what our opposition (the Salinas Chamber of Commerce and local builders exchange) had said about union labor being too expensive, we once again rose above expectations. The new high schools engineers and architects proposed budget was \$75 million. Local General Contractor Dilbeck and Sons was the low bidder at just shy of \$72 million, \$3 million less

than expected! Our contractors are Signature Glass, Brady Co. Drywall, Mastria Painting and H L Murphy Flooring. The significance of this project coming under budget is HUGE! We can now take this to other entities and try to do this over and over again and the opposition has even less of an argument now than they did before.

This is a call out to any of our members (Painters, Tapers or Floor Coverers) that may have worked out at the Promontory or East Garrison jobs in Marina, and if you know of a non-union person that may have worked out there. I need to know if the non-union persons were paid proper prevailing wages on either of those jobsites. If so, or if they may have any questions,

please have them contact me. The Building Trades is looking to file a lawsuit against the Developers / Builders for not monitoring the job properly, and letting contractors cheat workers out of their proper wages on these projects.

As always, if you're out of work, call the hall and take some STAR classes; it can only help you more in the future.

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

Fraternally,

John Papa
District Council 16
Local Union 272
Service Representative

Dear Members,

2016 is here and with it brings a bright future for work. It also brings a big political season which will find us electing a new Mayor in Fresno, a special election for the 31st Assembly seat, several bond measures and a Presidential Primary and General election. As in most election years there will be attacks on working people. The latest extremist attack is a ballot measure that will be identified as NO BLANK CHECKS or the Cortopassi Initiative. The initiative is named after a rich landholder Dean Cortopassi who has spent 4 million dollars of his own money to qualify the measure for the ballot. The purpose of the initiative is to require revenue bonds to be voted on by the public.

There are two types of bonds in California. General Obligation Bonds and Revenue Bonds. General Obligation Bonds require voter approval because they are paid back through the General Fund of the State. Revenue Bonds are paid back from revenue of the project that the bond funded. Much of our infrastructure both new and upgrades are done through revenue bonds, such as bridges, water storage, waste water treatment. This initiative if passed will bring all of that work to a standstill. It will negatively effect transportation, infrastructure and the public education system. As a matter of fact it is such a bad initiative that the California Chamber of Commerce who is often on the opposite side of the issues with Labor have spoken out against it and will campaign beside us to

defeat it. Please prepare and be ready to help defeat this initiative and get Union friendly politicians elected through VAC actions this year!

As I am sure you are aware BM/ST Christophersen sent out qualifications for an Organizer position with a request for a resume from interested members. There were a total of four responses and the interviews will take place at the end of January 2016. The person hired will be in place in February 2016.

See you at the Union Meeting!

In Unity,

Jeff Roberts
Business Representative
District Council 16
Local Union 294

Local Union News

Local 376

Greetings Members of Local 376,

We are off to a good start this year and it looks to be a busy one. We only have a few people on our out of work lists and they haven't been staying there long. Looks like things should remain busy through next year. A good work load will bring many opportunities to bring on quality new members within all of our crafts over the next couple years so spread the word to friends and family that might be interested in joining our UNION.

This year will have a lot going on here at Local 376 with many VAC event opportunities which I am proud to say that our members have stepped up

to supply manpower to and support to help the residents of our communities. Through these efforts, we are making people's lives better that live in and have supported this community today as well as in the past and it shows with the support that is given in return when needed most. It looks to be another busy VAC year with many political battles coming this fall. We will be doing phone banks and precinct walks so please come out and get involved and help us make a difference in our communities. If you would like to be involved just call the local.

We have our local officer positions up for nominations and elections this year and I would like to thank the many people who have stepped up to fill the

positions in the past as well as upcoming candidates that would like to be involved with our E-board going forward. Busy times are upon us and I would like to see more participation and involvement to strengthen our local and benefit our entire cause.

Since there will be much coming up this year, a sure way to be a part of everything is to attend the Local meetings every 2nd Wednesday at 6 PM. (Food is provided at the meetings)

Respectfully,

Troy Notrangelo
Business Representative
DC16 / Local Union 376
Painters & Drywall Finishers

Local 487

Greetings Brothers and Sisters,

Our December Dinner was well attended by our membership and enjoyed by all who decided to stop by and spend some time with their fellow members. We still have a few of the sweatshirts which were handed out remaining, so if you did not get one get in touch with us.

Please put attending a Union Meeting on your 2016 agenda, with this year being an Election Year, Organized Labor will need its membership engaged and active in Local, State and National politics. We will be ramping up our Volunteer Activist Committee and supporting Labor's endorsed Candidates by working with our Central Labor Council's in Marysville, Sacramento, Stockton and Modesto. One or two evenings working the phones or dropping campaign literature on a Saturday

morning isn't too much to ask and can really make the difference especially at the local level. Your School District Boards, City Council's and County Supervisor Boards are areas where Labor will be focused on getting the right candidates elected. This can only happen when Union members show up and work together for a common goal and the good of us all. A strong well organized effective ground game requires volunteers to help carry out the plan, so make some time to get involved this year.

This past year we supported and participated in events like the 9-11 Run to Remember and the Run to Feed the Hungry held on Thanksgiving Day. We also performed some much needed building upgrades for a community support center and non profit called Strategies for Change. Labor organizations being visible, active

and lending a helping hand in our communities when we can, helps to support overall positive public perception of Labor Unions and ultimately weaves us back into the fabric of our communities.

Thank you to Lowell Homan who stepped up and filled the roll to be our VAC Coordinator. I also want to recognize and thank Janet and Celina the ladies who assist in the administration of our Headquarters Building in Sacramento. Impressively they handle the office workload for three Local Unions and do an amazing job.

Fraternally,

Steven L. Caster
Regional Director
DC 16 Local Union 487

Members of Local 507,

This year looks pretty busy and I see a bright future for upcoming work. It is necessary for all of us to take advantage of the opportunities before us and make sure you take all of the STAR classes you can so we can benefit from our training. The training program has C.A.S. training for our industrial painters, along with confined space and HazWopper classes. There are plenty of classes open to our members. Do not wait last minute, or classes will be full. It looks as though this year is going to be filled with plenty of work for the industrial painters, so if you like steady work please make sure you have completed the classes for the CAS certification.

I want to congratulate all the painters on putting \$1.25 into Market Recovery. With the money we are going to be able to buy more hours for the painters. I think that was a really smart move by the painters.

I have been working on installing a card reader so that members can pay their dues by credit or debit. I will have it ready by the end of February or soon after. This will help some of our members from spending money on money orders.

I would like to take this time to thank all the members and their families that participated in the VAC events. Our VAC numbers went up significantly from last year so again, thanks for all your hard work and your time.

If any members would like to be a part of the E-Board please let me know, we still have spots available.

I hope you and your families had a great time this past holiday season and hope to see you all at our next union meeting.

Local 507 meetings are held the fourth Tuesday of every month.

Fraternally,

Jose Espinosa
Business Representative
DC 16 IUPAT
Painters & Tapers Local 507
San Jose, CA 95131
(408) 824-1280

Brothers and Sisters of Local 567,

I want to start by saying that 2015 turned out to be a very good year for DC 16 in the Sierra Region. We saw a significant increase in the construction market. Local 567's total membership grew by 15% from last year and the number of apprentices in training in Northern Nevada grew by 90%. Last year we finished with more members than we have seen since 2010.

The local contractor base also grew in 2015. We successfully renegotiated the Painter's Master Agreement with record increases of \$4.50 over the next three years and were also able to get the STAR Program language into this agreement. Our Christmas Party was also a huge success with over 200 people showing up on a snowy evening to celebrate at Circus Circus. The number of large

projects expected to start this year is staggering.

Our election goals for this year include electing candidates who will help us repair the damage done to Prevailing Wage in Nevada and electing a U.S. President who will represent the interests of working families. We also need to pass a ballot question in Washoe County that would give our School District the money to build the new schools we desperately need and repair the existing ones. This would bring a large increase to the number of work hours the members of Local 567 would see over the next decade. While I know that no voter wants their taxes to go up, we can no longer ignore the overcrowding, unresolved repair needs, and having our public education system ranked last in the nation. I hope you join me in voting YES for schools in November. Failure of this Ballot

Question will have unacceptable consequences for our children.

Lastly, I want all of you to know that DC 16, as well as all the other construction unions in northern Nevada, are aware of the issues facing us at the Tahoe-Reno Industrial Center. I recently had a meeting with one of the large project owner's where I was able to express our concerns. We currently have a team of building trades organizers developing and implementing a plan of escalating attacks. Our goal is to convince owners of these projects that working with our trades are in their own best interest. This is not a plan for one project, but rather a plan for all projects at the Industrial Center. We will let you know how you can help, when we get to that point.

Fraternally,
Todd Koch
Regional Director

Local Union News

Local 718

Brothers and Sisters,

I want to start by wishing everyone a happy New Year!! I hope this issue of the Pride Magazine is finding all members and your families off to a spectacular and prosperous 2016. As I touched on in the last issue there is no shortage of opportunities for our skilled craftsmen and women in the year ahead. We do, however, need to ensure that each and every one of us is rising to the industry challenges, and maintaining required certifications and even acquiring new skill-sets.

On Saturday, January 16 the STAR Program launched the pilot prep class for the highly anticipated Curtainwall Installer Certification program. Our District Council's Training facility

has been chosen as the Western Region's testing facility for this certification.

Below I am including information directly from the third party partner Green Advantage regarding the Curtainwall Installer Certification Development. If you would like further information, please contact me at the hall.

"Curtainwalls continue to gain prominence as integrated envelope solutions that are essential to creating high performance buildings. This important glazing component not only ensures optimal daylight transmittance and thermal control, it also impacts occupant health and comfort, building security and disaster resilience. These multi-faceted benefits of curtainwalls

are only possible with high quality curtainwall installation."

"For these reasons, an ISO/IEC 17024 curtainwall personnel certification is seen as a high priority by industry experts. Towards that end, an International Glazier Certification Board organized by Green Advantage has created and approved standards applicable to the US and Canada for a curtainwall installer certification."

The best way to predict the future is to become part of it.

Respectfully,

Madison Hull
Business Representative
District Council 16
Glaziers Local 718

Local 741

Brothers and Sisters,

2015 was a good year for the members of District Council 16, but when looking forward to 2016, the forecast is just as bright. We are looking to gain market share in many ways that have been in the making for the last few years such as training, market recovery, adding language to project specs, new legislation and regulations. But to truly make the future great, we all must help each other.

The greatest asset we have to grow our market share is our members. You are the puzzle piece that makes everything come together. The reason the envelope is pushed, is due to the need to put the outstanding members of the District Council in a position

to succeed. To fully succeed, we all must take every step towards being the best version of ourselves that is possible. We must all take pride in ownership of our careers, contractors, Union and lives.

When we feel like we are part of the greater good, we are proud of the daily tasks that we all do and pride leads to purpose and passion. Purpose and passion will drive the members of the Council to do great things and be recognized even further as the best of the best in our industries. With the training available to all of us and this outlook of having purpose and passion in the tasks we all take on, there is nothing that can hold any of us back from achieving the ultimate goal we all want, a better future for all of our families.

Continuing to grow our market share will lead to more opportunities for the current members, and provide a chance at the life we all enjoy for others that want to make the effort to succeed in our industry. Everyone is entitled to the pursuit of happiness, it's just a more enjoyable path when you have a purpose and passion about what you are doing.

I wish you all a great 2016 and look forward to seeing you at a monthly meeting.

Regards,

Robert A. Williams III
Business Representative
DC 16/LU 741

Happy New Year Brothers and Sisters,

I would like to wish all of our members a Happy New Year. This year is going to be very busy with a lot of work on the horizon. I have received many calls from many of our glazing contractors about upcoming work in the Sacramento and Northern Valley Area. Some of the projects are Kaiser Office M.O.B building, the Sacramento Kings Arena and the Red Bluff Courthouse. There is also a lot of redevelopment happening in the Sacramento Rail Yards. We are now starting to see work that is being bid under the Sacramento City School District PLA. It is very important that if you are out of work make sure you are on the out of work list and make sure that we have the correct contact information so we can reach you.

We are already starting to see STAR classes canceled due to lack of participation. I would like to stress the importance of continuing education and re-certifications. In the glazing industry, we are starting to put together the Curtain Wall Installer Certification and the Total Station Class has been available. Our industry is moving forward and it is very important to keep up with the advancements.

I would also like to touch on some of the other things that the local unions will be working on in 2016. In May, the locals will be having nominations for their Executive Boards and in June there will be elections if needed. If you are interested please read Section 209 Nominations and Elections of the Constitution of the International Union of Painters and Allied Trades.

This year will also be a very busy year politically and we will be setting up events like phone banking, precinct walking and voter registration through our VAC program. This will help your Union and give you opportunities to earn VAC events.

Lastly I look forward to all of the new challenges for this upcoming year and look forward to watching our membership numbers increase. Be safe and I look forward to seeing everybody at some of our upcoming events!

Fraternally,

John Tweedt
Business Representative
District Council 16
Local 767

Brothers and Sisters of Local 913,
Hopefully everyone is ready for 2016. It's going to be a good year, especially for the Painters with the allocation of \$1.25 into the Market Recovery Fund. By the time this contribution starts to come in, school districts across the Bay Area will begin scheduling job walks and bid openings for their annual "Summer Slams". These funds make it possible for our signatory contractors to be more competitive with bids on projects such as schools that we usually lose to non-signatory contractors.

This year is also an election year for Local Union 913 Officers, Local Union 913 Executive Board Members, Delegates to the San Francisco Building & Construction Trades Council,

Delegates to the San Francisco Labor Council, Delegates to the San Mateo County Building & Construction Trades Council, and Delegates to the San Mateo County Central Labor Council. Nominations for these positions will be held on May 4, 2016 at 6pm at our Local Union Hall in San Francisco. Now would probably be a good time to make sure we have your current address so that we are mailing notifications to the correct place.

On a final note, please keep the following in mind with regards to Local 913's out of work list. Union dues must be current in order for your name to be placed on the out of work list. If you're suspended, that means your union dues are not current (now would probably be a good time to check the "Paid Thru" date on your union dues

card). Once you are dispatched to an Employer, your name will be removed from the out of work list, moving up the next member. If your services are no longer needed, contact the union hall immediately to place your name back on the out of work list. Please remember, your name will go on the bottom of the list, not the place you had prior to being dispatched.

Local 913 meetings are held every 1st Wednesday of the month.

Fraternally,

Carlos Martinez
District Council 16
Painters & Drywall Finishers
Local 913

Local Union News

To the Sisters and Brothers of Local 1176,

I would like to report that Jose Santana will be retiring at the end of the year, so with that being said, I would like to introduce myself. My name is Rich Morales and I am the new District Council 16 Business Representative for Local 1176. I have been a member of Local 1176 for 12 years and a past member of Local 4 in San Francisco for 17 years. I was Vice President in 2005, President for 9 years until 2015, a Delegate for District Council 16, hired in January 2015 as a District Council 16 Organizer and recently been moved up to Business Representative at the beginning of the year. I will be working very close with Jose Santana to make sure that the transition will be smooth. It

will be a privilege to represent the members of Local 1176 and District Council 16.

Don't forget this year is a very important year, it is an election year and that means we need everybody to get involved. For all interested in volunteering for any VAC activities please contact me at the local, with all the elections coming up in November we will have a lot of phone banking in the evenings and precinct walks on Saturday. These will be for candidates that District Council 16 endorses. Remember by having three VAC events qualify you to be invited to the yearly dinner where we raffle off great prizes. Don't forget to bring a friend or relative to any VAC event and they too can qualify for the dinner and prizes.

To the members at BAE systems (shipyards) after many months of negotiations, we finally have a tentative agreement on a three year deal, by the time you receive this magazine the members should have voted on this agreement.

This year we will be pretty busy and will have Kelly Moore Paint Plant agreement which expires this year, GILLIG Corp., Delta Sandblasting, negotiations on the new City of Sacramento Policies and will also continue to organize Mare Island Shipyards and Kelly Moore warehouse in Hayward.

Fraternally,

Rich Morales
Business Representative
District Council 16/Local 1176

Brothers and Sisters,

I hope this issue of the Pride finds you and your family doing well. Things have been slow in the Central Valley, but this year is looking to be a busy one. January 1, 2016 our first wage increase came in affect. Sacramento and Bay Area wage schedules can be found at dc16iupat.org.

2016 is an election year for Local 1237. In May during the membership meeting we will be accepting nominations for all local Executive Board positions and elections will be held in June. Please let me know if you're interested running for a position and we can make sure you meet the requirements. 2016 is also a Presidential Election year. The Volunteer Activist Committee (VAC) will need your help in getting our friends of labor elected

or reelected. We will be doing precinct walks, phone banks and attending rallies. I can't stress enough how important it is to help our friends of labor.

I recently had the opportunity to give testimony at a Senate Education Committee hearing on SB-47. SB-47 is a synthetic turf bill that questions the effects of using tire crumb rubber as an infield product. The Bill was introduced by Senator Jerry Hill and called for a two year ban on tire crumb rubber. The amended bill wasn't any better. District Council 16 puts our member's safety before anything else and would never put our members at risk, but to potentially shut down a trade without any conclusive test results is wreckless. I testified as the Business Representative of the members who do this work and that to my knowledge none of the

members have had any adverse reactions from working with tire crumb rubber. Several DC 16 staff members also testified and with the help from our Lobbyist SB-47 was defeated. Here is the webpage for the hearing <http://senate.ca.gov/media-archive#select> Senate Education Committee dated 1/13/16.

Please make every effort to attend the Local Union meetings held on the first Tuesday of the month at 5:30 pm at 7111 Governors Circle in Sacramento.

Fraternally,

Randy Rojas
Business Representative
District Council 16/Local 1237

Local 1176

Local 1237

Members of Local 1621,

Happy New Year! We are once again looking forward to a tremendously busy year. I hope everyone enjoyed themselves at the 2015 Holiday Party. It was a great event and besides the traffic outside I didn't receive any complaints. Currently we have 8 members on the out of work list. The Apple project is manning up slowly every other week and with our regular signatories busy I see a lot of work here in the future. AGA is also looking for members in the San Jose area as they are going to be starting to bid more work on this side of the bay. If you are in a position to hire new members please consider hiring a brand new apprentice. While we are in this boom if we start to train new apprentices now we will have a highly trained work force in the future. Also new members

help us with fueling the pension and keeping our age ratio low for retirees vs working members.

For the apprentices out there the apprenticeship is going through some changes. Glazier apprentices are now going to be required to bring your tools to school. Also all classes are going to be starting at 6am. Remember that the apprenticeship school is more important than your job. Employers take the apprenticeship very seriously as it is a state recognized program. Please also remember that you need to call the apprenticeship if you change your address or phone number and then call the Union. I have received many upgrade notices this year due to the busy times. Congratulations to everyone and keep up the good work. If anyone in your family is looking for a job have them call the apprenticeship and take the test. It

is held on the first Tuesday of every month in San Leandro. Please call the apprenticeship if you have any questions at 510-785-8467.

Local 1621 will be doing a Training Center Open House/Car Show PATCH Fundraiser on April 9th, 2016. It is going to be located at 2020 Williams Street, San Leandro, CA 94577. The flyer will be coming to you soon so look for it in the mail. We also will be sending out calendar cards soon so you will know what Holiday and DDO you have off in 2016. Please remember all this information is also online at www.iupatlocal1621.org along with other information.

Sincerely,

Brett Davis
Business Representative
DC 16
Local 1621



The photo above was shot prior to the remodel of the Governor's Mansion. I had the honor of being a guest of Governor Brown for dinner along with other labor and business leaders. The shot above to the right, I pulled from the internet showing the Governor, his wife Ann and their dogs on the grand staircase. Notice the more modern finishes and carpet installed by our members.

(Right) AJS Painting crew represents Super Bowl 50

Mike West





District Council 16
2705 Constitution Drive
Livermore, CA 94551

PSRST STD
U.S. POSTAGE
PAID
PSP

