



The Pride

May-August 2015

The Home of High Performance / High Value Finishing Craft Workers



The Lumina is one of many high-rise projects currently under construction in San Francisco.

**On the Cover:
The United States Capitol Building is being painted for the first time since the 1960's.
The Project Superintendent is Art Needham of DC 16 Local Union 487.**



Inside The PRIDE

4 *Chris Christophersen*
On Negotiations

7 *John Sherak*
Organizing Department
On New NLRB Election
Rules

10 *Member Spotlights*
High Performance/
High Value

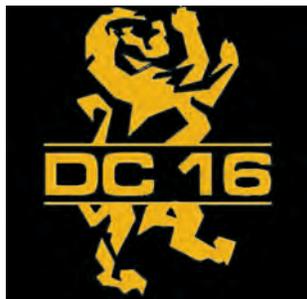
14 *Political News*
National Building
Trades Conference

18 *Job Profiles*
Capitol Dome
Lumina - San Francisco

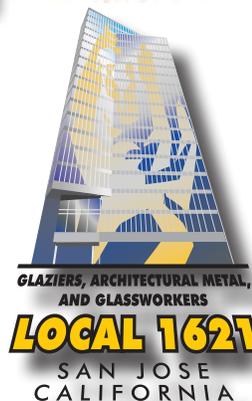
20 *Labor History*
Retired Activist Com-
mittee (R.A.C)

22 *Labor Law*
“The Fissured Economy”

23 *Local Union News*
Business Representa-
tives report on local
issues



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



HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



Chris Christophersen
Business Manager/Secretary Treasurer
District Council 16

Well I hope the beginning of the summer months finds you working a lot of hours and finding the time to enjoy the family life you all deserve.

I would like to start this article by explaining a very important mailer you will be receiving regarding your health care plan. A company (HMS) has been hired by the Board of Trustees to perform

what is called a dependent eligibility audit that will affect all eligible participants in the District Council 16 Health Care Plan. Their sole purpose is to ensure that all participants meet the eligibility guide lines set by the plan.

“This process is vitally important to you as a participant considering if all information is not received in a timely manner your health care could possibly be disrupted.”

Here’s how this process will work, HMS will send initial notices / packets to participants that will ask for specific information that is needed to ensure all participant dependents are truly eligible for the health care that is received. This process is vitally important to you as a participant considering if all information is not received in a timely manner your health care could possibly be disrupted.

All information packets will be sent out in the month of June and you will have roughly 45 days to complete the information request. So please make sure your addresses/contact information is up to date and contact your local union or business representative for more information. HMS has been a leader in the industry with a proven record that will be able to save this plan money by making sure all participants are playing by the same rules, which in affect will help with cost containment of the plan.

I also want to truly thank the members and all the local union leadership for taking the time to meet, discuss and conform with the new IUPAT Constitution by the passing of your District Council and local union by-laws. This is a process we must go through after every General Convention and even though it takes time and effort we were able to make our deadlines.

Congratulations to all the working women in District Council 16 for

their involvement in this years “Women Building the Nation” Conference held in Los Angeles. Once again they represented this District Council with the upmost professionalism and still managed to have fun. Women from various DC 16 local unions participated and made this a great event. We look forward to seeing more District Council participation as time goes on as over 1,000 women attended the conference representing different trades.

Our Nevada team of Regional Director Todd Koch and Organizer Russ James have been hard at work on behalf of our members in the Northern Nevada region. To say they have a tough job is an understatement. Just dealing with the legislation and right to work laws of Nevada is hard enough, but just recently they have secured a Project Labor Agreement for the Tesla Battery Plant just outside Reno. This is the largest construction project to hit that area in a very long time. They worked hard and it paid off for our members.

As everybody is well aware we are in the middle of negotiations for 3 of our crafts right now. We have met with the Floorcovering Association, Northern

California Glass Management Association and the Wall and Ceiling Alliance representing the Drywall Industry. We also continue to discuss the wants and needs of our members representing the individual crafts. I would like to mention that 2 of the crafts (floor and glass) have hit the hours needed to fulfill the previous agreement and were paid their deferral monies back in January 2015.

“I get the opportunity to work along my counterparts in other regions and truly appreciate the union density we get to enjoy because trust me, this is not the case in many places in this country and we all will need to work hard to keep what we have.”

The Drywall Industry on the other hand, did not hit the hours needed and therefore, by mutual agreement and hard work, District Council 16 and the Wall and Ceiling Alliance agreed to open the agreement for the sake of the members and industry. This will take some creativity and I ask everyone involved to keep in mind if this didn’t come to happen, the previous agreement would have rolled

over for at least one more year.

With that being said, we continue to work hard for our members and alongside our contactor partners for the sake of our families and the represented industries. We all should recognize the fortunate position we are in by living where we do. I get the opportunity to work along my counterparts in other regions and truly appreciate the union density we get to enjoy because trust me, this is not the case in many places in this country and we all will need to work hard to keep what we have.

I would also like to take this time to thank our General Vice President James Reid. General Vice President Reid covers the entire western region and will be retiring this September 1, 2015 and is one of the hardest working members in this organization. He has served all of us well and I want to thank him for all his support on behalf of District Council 16.

Fraternally,

Christopher Christophersen Sr.
BM/ST
District Council 16

Director of Service



Vince Echeverria

To the membership of District Council 16, My name is Vince Echeverria and I am honored to have been appointed as Director of Service by our Business Manager/Secretary Treasurer Brother Christopher Christophersen. I am fortunate to have been given the opportunity to work with District Council 16, Business Representatives, Organizers, Administrative Assistants and the membership. Together we will strive to meet our goals through education, training, standardization and adapting to our markets in evolving environments. We realize to be successful we all have to be a part of solutions by overcoming obstacles when challenged.

I am a Floor Coverer by craft with over 30 years in the trade, for the last 14 years I have been on the District Council staff, as a Business Representative,

Regional Director and Trustee to various Trust Funds. I became a Delegate to District Council 16 after involving myself by attending Local Union meetings/ functions and having a seat on the Local Union Executive Board. I then became a Business Representative to be part of a team and evoke change when necessary for the betterment of the members. The Union has given me a comfortable living and a future retirement that we all strive for.

“When the time comes for you to cast your vote to ratify the proposed agreement know that you are voting for the present and your future.”

I want to take this opportunity to acknowledge and thank Brother Les Proteau for his service to District Council 16. Les started as a Business Representative, Regional Director in the West Bay, then appointed to Director of Service and he also served as President to District Council 16. Les also served as Trustee to various Trust Funds, Chairmen to the JATC and Negotiation Committees. Les worked very hard at making conscious decisions and at times they were not popular with the membership, but necessary for

the good of all. For all that he has done, we thank him. Now he has immersed himself working with the Retirees Activist Committee.

As most of you are aware we are currently in process of negotiating three Master Agreements as well as Addendums to those Agreements. Business Representatives have reached out to the membership at Union meetings, job visits, and the members were sent and asked to fill out a survey so your voice can be heard. For those who have taken the time to share your concerns and ideas we are very appreciative. We are asking for your input to better understand the membership needs and wants. Our objective is to negotiate a Collective Bargaining Agreement agreeable with the Employers that can be ratified by members. Hopefully, you understand we are not able to please all when it comes time to ratifying the Collective Bargaining Agreement. When the time comes for you to cast your vote to ratify the proposed agreement know that you are voting for the present and your future. We are asking you to involve yourself in the process and make an informed decision.

Vince Echeverria
Director of Service
District Council 16

Director of Organizing



John Sherak

New NLRB Election Rules that effect organizing

The National Labor Relations Act (NLRA) secret ballot election process gives workers the right to choose a union as their exclusive bargaining representative and to bargain collectively with their previously non-union employer. Going through the first stages of the NLRA's election process, employers often refuse to recognize the union which then requires the union to assert its right to an election and present evidence that a majority of said employees desire to be represented by the union.

The NLRA elections process is something DC 16 organizers use when united non-union employees are dissatisfied with their wages and benefits. Other common reasons employees consider unionization is ill treatment by management or

supervisors, alarm that supervisors are not addressing their concerns or that they are defenseless within their company. Non-union employees must stand strong together for a positive outcome in an NLRA election. At least 30% of the employees of the appropriate bargaining unit must affirm their choice to be represented by the union for the process to start and 50% plus 1 must vote in favor of a union for it to be exclusive bargaining representative. During an election campaign, pro-union employees endeavor to convince their co-workers to vote for the union. Union organizers carry out covert informative meetings away from the employer but sometimes attempt to meet with employees while at work.

The National Labor Relations Board's (NLRB) new election rules offer some added organizing benefit. For example, employers must follow increased strict procedures and a new accelerated timeline. The procedure still starts with the union filing a petition for recognition, but under the new rules, additional employee information is released to unions on voter eligibility lists known as "Excelsior Lists." The Board will require that employees' names and addresses, telephone numbers, cellular phone numbers and email addresses will be included along with employee's work location, shift, and clas-

sification. The new rules can benefit unions by reducing an employer's notice of organizing activity; it decreases an employer's election appeal rights; and elections occur swiftly (which challenges the employer's time to discourage any organizing efforts).

The hearing process has been streamlined and the old mandatory 25 day waiting period for review has been eliminated. The Regional Director will set the election as soon as is practicable. The ruling of some matters could be put on hold until after the election.

The objective of the new rule is effectiveness and upgrading of the process. The new election case procedures could likely result in more employers having a unionized workforce. The rules offer faster union elections with better information to the union. If you would like to help in DC 16 organizing efforts please talk to one of our organizers. Join the fight!

Copies of the Rule, the General Counsel's Memorandum, and the new forms can be found on the NLRB's website: www.nlr.gov

John Sherak
Director of Organizing
District Council 16

Director of Training



Alex Beltran

I would like to congratulate all of our Apprentices that have become Journey Workers. Our Graduation Ceremony is July 18th at Scott's Seafood. We have 35 Drywall Graduates, 24 Floor Covers, 38 Glaziers and 45 Painters. I wish them the best of luck on their new journey as future leaders.

For the Glazing we now own a URW295 Spydercrane. It is feature rich for jobsite hoisting and installation of not only unitized glass systems, but also for setting glass with the newly acquired glass manipulator attachment and man basket.

The Floor Coverer Apprentices have been busy on several community projects including ones from Rebuilding Together and Habitat for Humanity as well as training at the school. On our schedule was a Concrete Polishing seminar from Jon-Don, featuring on-site demonstrations. This was a

two day presentation packed with information on the methods of grinding and polishing concrete and as well as many of the newest and latest tools in the concrete preparation industry.

“The outreach projects promote a sense of goodwill, and offer apprentices an opportunity to get some practice in areas they might not be getting exposure to on their regular jobs.”

I would like to welcome our new Painting Instructor James Boster. His knowledge of Industrial painting makes our training stronger. We are making strides in the Industrial world. The C.A.S. instruction and training is still being held here at the training center. The demand for our industrial rank and file to have this certification is becoming more in demand.

District Council 16 Drywall Apprentices have been busy in San Francisco and Oakland area neighborhoods on continued community outreach

projects. Also Second year Drywall Apprentices continue to practice their craft at Pastor Richard Melantrees, Bethesda Church in Oakland. This is an ongoing project that is teaching our Apprentices real world remodel and repair applications, as well as working with the public in occupied buildings.

Drywall Apprentices also continue to train and hone their skills at the “Habitat Terrace” Project in South San Francisco. This Habitat for Humanity project which will help 28 families achieve the American dream of home ownership is teaching our Apprentices all levels of a drywall application in new home construction from start to finish.

Our Drywall Apprentices continue to enjoy these hands on weeks in their training. The outreach projects promote a sense of goodwill, and offer Apprentices an opportunity to get some practice in areas they might not be getting exposure to on their regular jobs.

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

Director of Communications

High Performance
High Value



Rule # 1
The Members Come First



Mike West

It has been an extremely busy time for Communications and Political related events. Many of these events you can read about in Political and Council news, but I wanted to write about Fast-Track and the TPP (Trans Pacific Partnership) trade agreement being pushed by the President. Fast-Track gives the President, or a future President the ability to present to Congress a trade agreement and they have no opportunity to amend but just an up or down vote. NAFTA and previous Fast-Track trade agreements promised to deliver jobs, but in fact the opposite was true. Many American jobs were lost and some industries were all but decimated like the garment industry.

Congressman Jim Costa of the Fresno area arranged for a meeting with the Labor community in his district and the US Secretary of Labor Tom Perez to discuss Fast-Track and the TPP. I was fortunate enough to attend this event along with Jeff Roberts and some



United States Secretary of Labor Thomas Perez, Jeff Roberts-DC16 Local 294 and Congressman Jim Costa at a Labor breakfast to discuss Fast-Track trade agreements

notable Labor leaders like Art Pulaski of the CA Labor Federation and a Western Regional Rep. from the AFL-CIO among others.

As predicted in a pre-meeting, Jim Costa and the Secretary used up about half the time establishing all that the administration has done on behalf of labor. With limited time remaining, Pulaski and a few of us had an opportunity to comment on Fast-Track and bad trade agreements. I told the group that Secretary Perez flew to Las Vegas in a snowstorm in 2013 to complement our Union and Management for coming together on industry issues at the Finishing Industries Forum. I then referenced the already delicate balance of trade when it comes to window-wall products imported from overseas and the systems fabricated by District Council 16 Production Workers. Any change in the current situation which is already under pressure may be devastating to our members and our employers.

After I spoke a Brother from the CWA (Communication Workers of America), Stan Santos spoke. He addressed the Secretary standing up regarding his members in call

centers whose jobs are still being systematically offshored to other countries. His next comments were so spontaneous and on point. He too was frustrated to sit through a laundry list of Labor issues supported by the administration before we had a chance to comment on a job killing trade deal. Here is what he said:

“My mom told me, ‘Lo malo borra lo Bueno (the bad erases the good), Mijo (my son). It doesn’t matter all the good that you do in your life, people will remember you for the bad things you did.’ In Spanish: “No importa todo lo bueno que hayas hecho en tu vida; la gente te va a recordar por las cosas malas.”

Basically this could be a legacy issue for the President and Congress in the eyes of Labor if we get yet another job killing trade deal. I hope that this issue has not been settled by the printing of the magazine. If not, please call your Congressman and tell them to vote No on Fast-Track.

Mike West
Director of Communications
District Council 16

Member Spotlight



Gezenia Corral

Gezenia started in 2008 and completed her Apprenticeship Training Program in 2013 out of District Council 36/Local 636. Her father, A Union Glazier for 25 years, encouraged her to apply for work at a Union Shop in Chino, CA. She went on to work as a Journeyman Glazier with Enclose until moving to the San Francisco Bay Area in 2015. She is now on the glass replacement crew at the new Lumina project in San Francisco.

In her free time, Gezenia likes to hangout and be with her

four nieces and two nephews. She likes to play and be silly with them; she enjoys teaching and showing them the world.

The Union to Gezenia means: community, friendship, support, the knowledge of a skilled craft and having the backs of each other.

“In five years I see myself running a crew. I hope to continue to progress and expand my skillset - I want to give back what has been given to me!”



Jan Munsey

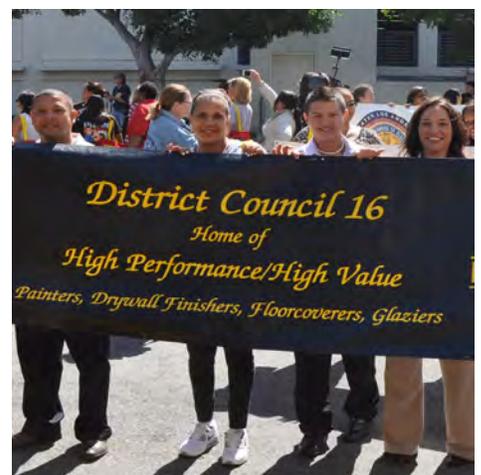
Jan was originally hired as a Laborer under a Local hire provision by Willie Brown in 2004 who was the Mayor of San Francisco at the time. She had a friend who was a Painter and so she decided to become a Painter and is now a member of Local 913.

She has worked at the San Francisco Housing Authority and the Muni train Barn among other projects. She credits Steve Richards at the SF Housing Authority for teaching her properly and treating her like a Journeyman.

Jan was very excited in attending the Women Building

the Nation Conference for the first time this year.

Being a Union Painter offers Jan the opportunity to be a good role model for her daughter Alexis. Jan is very proud of her daughter who is an A & B student and bound for college.



This section is dedicated to all Brothers and Sisters



Joann Avila

Joann is a member of Painters and Drywall Finishers Local 913 in San Francisco. She has 6 years in the trade.

Joann was working in some of the iconic San Francisco theatres and concert venues when she admired the work of one of our signatory painting contractors, Monticelli Painting and Decorating. She said, "Someday I'm going to be a Painter".

The 2015 Women's Conference was Joann's third one, so she has seen it transition from Women Building California to Women Building the Nation.



Joann is working on a personal goal related to the cause of Women in the Building Trades. She wants to see women succeed from start to finish in the Building Trades.



Debbie Vasquez

Debbie is a proud retiree of Local Union 12. She joined the Local back in November of 1986 when it was Local #1288.

A flyer was given to her that offered an opportunity to go work for one of our signatory shops in the warehouse. After the first couple of months she became a Floor Covering Apprentice and her career began to say the least.

Debbie has been an Apprenticeship Instructor which she did for two years, and was also a Shop Superintendent for Preston Holmes. She has won the Apprenticeship contest locally and nationwide as well. She was born and raised in San Jose and now resides in Fremont for the last 14 years.

Her hobbies include working out at the gym, boating, and delivering meals to the elderly weekly for Elderly Life Care.

Debbie has enjoyed attending the Women Building the Nation Conference for the third year in a row. On behalf of Local 12, thank you Debbie for your 28 years of service and continued participation in our Union.

Debbie had the support of her Local 12 Business Representatives Gene Hopkins and Juan Calderon pictured with her at the 2015 Women's Conference.

who best exemplify "High Performance / High Value"

STAR PROGRAM NEWS



TO REGISTER
CONTACT US AT
dc16star.org
or call our office @
510-782-STAR

Need a Class?
THE STAR PROGRAM
maintains lists for our
member's needs.
When there is enough
need for a given class-
we'll add one to our
existing schedule.

IN ORDER TO PROVIDE
CLASS REGISTRATION
AVAILABILITY TO ALL
PARTICIPANTS WE ARE
NOW ALLOWING
REGISTRATION AT A
MAXIMUM OF 2 CLAS-
SES AT A TIME PER
PARTICIPANT

SE HABLA ESPANOL

2014–2015 STAR AWARDS EVENT

SATURDAY, SEPTEMBER 12TH, 2015
ALAMEDA COUNTY FAIRGROUNDS
PLEASANTON, CALIFORNIA

WATCH FOR YOUR INVITATION !

It's time for the Big Day! With the close of the 2014-2015 STAR year on June 30th, our staff will be mailing out invitations to the September 12th STAR Awards Event soon thereafter. Watch for your invite in the mail. Should any member who believes they have met all eligibility requirements (see below) not receive one, please contact our office for assistance. See you there!

2015-16 STAR YEAR SCHEDULES ARE AVAILABLE

GET YOUR CLASSES IN EARLY !

Our Class Schedule for the first six months of the 2015-16 STAR Year (July through December 2015) is posted on the adjoining page, and will soon be on-line at our website (dc16star.org) and available in print at your Local Union offices. As the new training year begins we would encourage everyone to register and attend classes early to assure your eligibility in 2016. It seems that every year participants clamor to find classes at year's end and unfortunately not all succeed. Over the course of our twelve month training year the STAR Program offers an ample number of opportunities for everyone to participate. California's finest High Performance/ High Value Craftsmen should be the first in line to upgrade and maintain their skill sets and certifications not last in line procrastinating until class availability is suspect.

STAR EVENT ELIGIBILITY REQUIREMENTS

1. Complete "Survival of the Fittest" (in this year or a prior year)
2. Complete 16 hours of STAR sponsored training
3. Have no work-related lost time accidents during the year
4. Work 500 hours for a contributing employer
5. Be in good standing with your Local Union on the date of the event



STAR PROGRAM

1ST & 2ND QUARTERS CLASS SCHEDULE

JULY 2015 TO DECEMBER 2015

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.

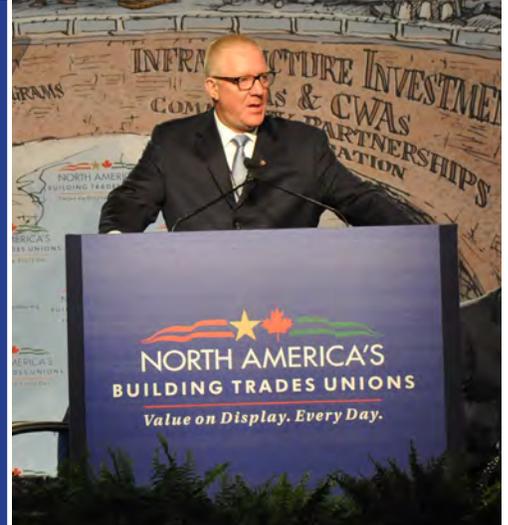
- OSHA 30 now requires 32-Hrs of Training, 8-hrs per Day. (4 classes MUST be completed within a 6 month period)
 - Total Station Training participants must pass each class in order (A-D) to be able to advance to the next class

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

| | | | | | |
|-----------------------------|--|-----------------------------|--|----------------------------|--|
| JULY 11th | (A) 1 st AID/CPR - SL (A) Focus 4/Haz-Com - SL (G) Welding Certification 101 - SL (A) Booms & Lifts - SL (A) OSHA 10/Fall Protection SAT & SUN - RNO (F) Carpet Stair Work - SL | AUG 29th | (A) OSHA 30D (4 th Day-8 Hrs) – SL • (P) Intro to Wall Covering – SL (F) Scribing – SL (A) Fall Protection – SL (G) Welding Certification 201 (PRACTICE) – SL * (A) OSHA 30B (2 nd Day-8 Hrs) – SAC • (P) Intro to Wall Covering – RNO | NOV 7th | (A) Swing Stage Certification – SL (D) Drywall Venetian Plastering – SL (A) Fall Protection – SL (A) 1 st AID/CPR – SL (A) 1 st AID/CPR – FRESNO (A) 1 st AID/CPR – RNO |
| JULY 18th | (A) OSHA 30A (1 st Day-8 Hrs) - SL • (P) 8 Hr Lead Refresher - SL ** (A) 1 st AID/CPR – SAC (F) Cove Pattern – SL (G) Spyder Crane Training - SL | SEPT 19th | (A) Swing Stage Certification – SL (P) CAS Training “C” – SL (A) RRP Lead Renovation & Repair – SL (D) Drywall Venetian Plastering – SL (G) Total Station B (Coordinate (y-x-z)) – SL • (A) Focus 4/Haz-Com – SAC | NOV 14th | (A) OSHA 30C (3 rd 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 (4 th Day-8 Hrs) – SAC • (A) OSHA 30 Part 1 Sat & Sun – RNO |
| JULY 25th | (G) Glazing Door Hardware/Closers – SL (A) Scaffold – SL (P) CAS Training “A” – SL (A) Hazwoper 8 Hr Refresher - SL (G) Rigging & Hoisting “A” – SAC (A) Focus 4/Haz-Com/OSHA 10 Refresher – RNO (A) 1 st AID/CPR – FRESNO | SEPT 26th | (A) Focus 4/Haz-Com - SL (A) Booms & Lifts – SL (A) Fall Protection – SL (D) Drywall Repair-Texture Match – SL (F) Heat Welding – SAC (A) Booms & Lifts – FRESNO (A) OSHA 10/Fall Protection SAT & SUN - RNO | NOV 21st | (A) Survival of the Fittest – HAY/CHABOT (This is a one-time MANDATORY class.) (A) 1 st AID/CPR – SL (D) Drywall Repair-Texture Match – SL (A) RRP Lead Renovation & Repair – SL (F) Scribing – SAC (A) OSHA 30 Part 2 Sat & Sun - RNO |
| AUG 1st | (A) OSHA 30B (2 nd Day-8 Hrs) – SL • (A) Booms & Lifts – SL (P) Intro to Spray Techniques – SL (F) Heat Welding – SL (G) Total Station A (Intro & Math) – SL • (A) OSHA 30A (1 st Day-8 Hrs) – SAC • | OCT 3rd | (P) Spray Techniques II – SL (P) Advanced Wall Covering – SL (G) Total Station C (Coordinate & Layout) – SL • (G) Welding Certification 201 (PRACTICE) – SL * (F) Concrete Grinding/Polishing - SAC | DEC 5th | (A) OSHA 30D (4 th Day-8 Hrs) – SL • (F) Concrete Grinding/Polishing - SL (P) 8 Hr Lead Refresher – SL ** (A) Fall Protection – SL (G) Glazing Door Hardware/Panics – SL (A) Scaffold – SAC |
| AUG 8th | (P) Drywall Repair for Painting Industry – SL (G) Welding Certification 201 (PRACTICE) – SL * (A) 1 st AID/CPR – SL (F) Cove Pattern – SAC (G) Spyder Crane Training - SL (P) Drywall Repair for Painting Industry - RNO | OCT 10th | (A) OSHA 30A (1 st Day-8 Hrs) – SL • (G) Glazing Door Hardware/Panics – SL (F) Cove Pattern – SL (D) Drywall Textures Spray Techniques – SL (A) OSHA 30C (3 rd Day-8 Hrs) – SAC • (A) Focus 4/Haz-Com/OSHA 10 Refresher – RNO | DEC 12th | (F) Cove Pattern - SL (P) CAS Training “C” - SL (G) Rigging & Hoisting “B” - SL (A) Booms & Lifts – SAC (P) 8 Hr Lead Refresher – FRESNO ** (A) Booms & Lifts – RNO |
| AUG 15th | (A) OSHA 30C (3 rd Day-8 Hrs) – SL • (A) RRP Lead Renovation & Repair – SL (P) CAS Training “B” – SL (D) Drywall Textures Spray Techniques – SL (G) Total Station B (Coordinate (y-x-z)) – SL • (G) Rigging & Hoisting “B” – SAC | OCT 17th | (P) 8 Hr Lead Refresher – SL ** (A) 1 st AID/CPR – SL (P) Drywall Repair for Painting Industry – SL (A) Focus 4/Haz-Com – SAC (G) Spyder Crane Training - SL | DEC 19th | (A) 1 st AID/CPR – SL (A) Flagging & Traffic Control – SL (A) Focus 4/Haz-Com – SAC (A) Fall Protection – SL (A) Booms & Lifts – SL |
| AUG 22nd | (P) 8 Hr Lead Refresher – SL ** (P) Intro to Faux Finishes – SL (A) Focus 4/Haz-Com - SL (A) Booms & Lifts – SAC (F) Concrete Grinding/Polishing - SL | OCT 24th | (A) OSHA 30B (2 nd Day-8 Hrs) – SL • (P) CAS Training “A” – SL (G) Glazing Door Hardware/Closers – SL (F) Conventional Carpet – SL (G) Welding Certification 201 (PRACTICE) – SL * (A) Focus 4/Haz-Com – FRESNO | | |

Political News

Along with all the day to day business of communications and politics, we have had a busy season of conferences this spring. The State Legislative Conference in Sacramento; The National Legislative Conference in Washington D.C.; CORE update at the International Headquarters in Hanover; Women Building the Nation in Los Angeles; The State Democratic Convention in Anaheim and a Labor Breakfast with U.S. Secretary of Labor Tom Perez and Congressman Jim Costa. We also have the current legislative session in Sacramento with about a dozen bills we are tracking or actively supporting or opposing. The Nevada Legislature has a relatively short session every other year only on odd numbered years. The 2015 session has many bills on the agenda that would have a negative impact on all of Labor in Nevada. Todd Koch and his team have been lobbying non-stop in Carson City to try and stop or divert some of these attacks before the session ends later this month.



The 2015 National Legislative Conference was focused on workforce development and infrastructure investment although as the artwork suggests (top left) it hasn't been easy with either party. According to Sean McGarvey (top right), we can no longer support members of either party who do not support Building Trades issues. The California Joint Legislative Conference had informative sessions on State issues and remarks by Legislators and Labor Leaders. (left to right) Governor Jerry Brown; Attorney General Kamala Harris; President of the California State Building Trades Robbie Hunter; Art Pulaski of the California Labor Federation honors Congressman George Miller for 40 years of service with a Commemorative Union made Louisville Slugger Baseball Bat.





(Above) The California State Democratic Convention was a great opportunity to network with legislators and their staff.
 (Below) Legislators join DC 16 leadership at our Annual Patio Reception during the State Legislative Conference in Sacramento.



This is where we stand in the Nevada Legislature as of May 19, 2015. We have about two weeks left in this session:

BAD Bills passed and signed into law to date we are trying to get repealed:

- SB119 eliminates prevailing wage on schools, including universities.

BAD Bills that made it through committee in the second house and still alive:

- SB108 raises threshold on Prevailing Wage to \$1M from the current \$100,000.
- AB159 Basically prohibits PLA's in Nevada. It may be amended on the Senate floor.

- SB392 this is basically the trailer bill that can be used to fix all the issues with bad Bill SB119 signed into law.
- SB223 This bill is bad for our Trust Funds.

GOOD Bills still alive:

- SB371 would require the use of Apprentices on public works jobs over \$1M, and \$2M on highway projects. Also allows for suspension of up to a year from bidding if found in willful violation.
- SB340 will debar or suspend bad contractors from public works if debarred from federal contracts.

Todd Koch, Regional Director

(Below) Todd Koch rallies with Union members in Carson City in defense of Prevailing Wage in Nevada.



Council News

The conference for women in construction has grown tremendously and is now in its 14th year, 5 years as a national conference. The original conference was 250 women and had 4 workshops. The 2015 conference had over 1,200 women and their supporters and over 50 workshops and plenary sessions. Among the many valuable workshops was one for men on how to be a good ally to women in the Building Trades. Dan Penski, Director of the IUPAT FTI was on the panel presenting on this topic. The energy in the sessions and workshops was amazing, and these women are very grateful for the men who attend in support of the great work that they do as our sisters in North America's Building Trades. "Women are crucial to the success of the Building and Construction Industry," stated Robbie Hunter, President CA State Building and Construction Trades.



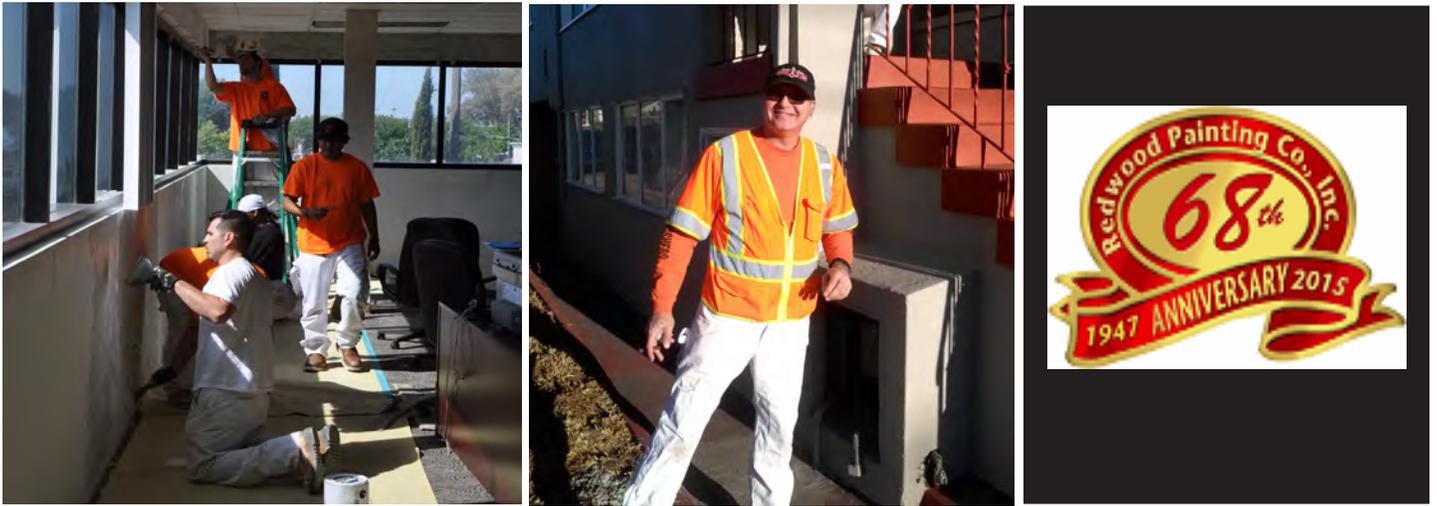
Les Proteau of Local Union 83 recently retired as Director of Service for District Council 16. We are grateful for the time he spent as a labor leader for DC 16 and we wish him the best in his retirement. See Les' article under Labor History about the R.A.C.



Council News



DC 16 Apprentices and their instructors are busy doing labor donation projects in the community. Steven Ice (below center) on a Painting VAC. Congratulations to Redwood Painting for receiving the 2015 Gold Safety Achievement Award from the PDCA.



The 2015 San Francisco St. Patrick's Day Parade was in the top 5 VAC events of all time for attendance by our members and family.



(left to right) Hoem & Associates Inc. on their annual fishing trip. PATCH Check delivered to the American Cancer Society. Yvonne Lasserre delivers a check for PATCH to BM/ST Christophersen on behalf of Operating Engineers Federal Credit Union.



Capitol Building - Washington D.C.

The United States Capitol Dome was constructed of cast iron more than 150 years ago. The Dome has not undergone a complete restoration since the 1960's and due to age and weather it is now plagued by more than 1,000 cracks and deficiencies. Water intrusion into the interior of the Capitol Dome threatens priceless artwork and interior architectural finishes. The architect of the Capitol began a multi-year project to repair these deficiencies, restoring the Dome to its original splendor and ensuring it can safely serve future generations of visitors and employees as the roof of the Capitol. The project consists of removal of lead paint and restoration of the cast iron shell. We are proud to have a DC 16 contractor performing the industrial painting scope on the U.S. Capitol Dome restoration. IUPAT members from the West and the East are employed on the project working two shifts and some overtime to complete the project before the next Presidential Inauguration in January of 2017.



Dwight "Art" Needham is a DC 16 Local 487 member with over 25 years experience as an Industrial Painter. Art is the Foreman on the project and has worked on industrial projects all across the United States including Hawaii, The Golden Gate & Bay Bridges and The Forest Hill Bridge. Several years ago Art traveled to Hanover to take the exam and became a certified Coatings Application Specialist. (Left) Art with Business Manager Chris Christophersen. Read more about Art in the November 2011 issue of *The Pride Magazine* or on the DC 16 website, www.dc16iupat.org

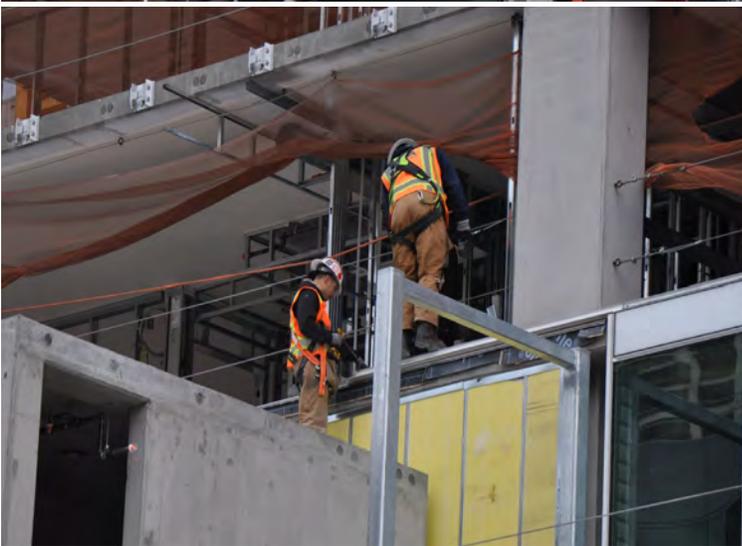
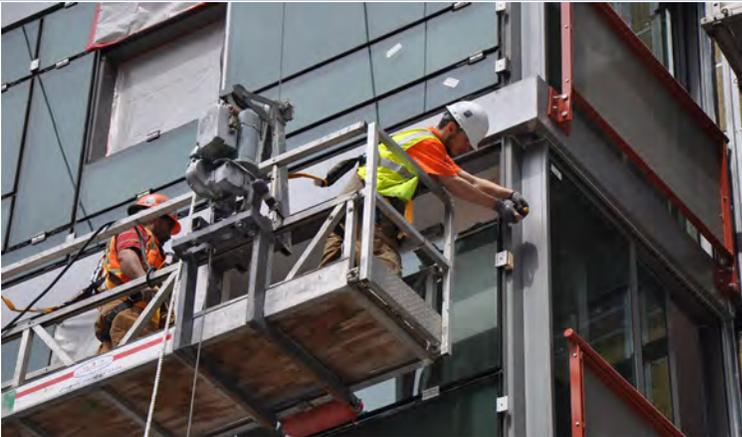
Lumina - San Francisco



Sales Force - San Francisco



Transbay Block 6 - San Francisco



Labor History

Retired Activist Committee (R.A.C)

By: Les Proteau, with additional report by William (Bill) Brown

Dear Retired Brothers and Sisters,

As you know we announced the formation of the District Council 16 Retirees Club, now called the Retiree's Activist Committee. It is being formed to utilize the talents and experience of your many years of service. The Retirees will work in conjunction with the Local Unions VAC Committees and will participate in events, activities and it's own fundraisers.

As a Retired member of your Local Union, you are automatically a member of the District Council 16 Retirees Activist Committee. There will be no dues or fees and you only need to be a member in good standing with your Local Union to be a member. Already some Retirees are getting involved. A big thanks to Bill Brown of Local 1621 for attending the 21st Senior Concerns Rally for Union Members held in Santa Clara. Thanks for sending a report on the proceedings and sharing the experience.

We're kicking this off with a luncheon so save the date. October 3rd check your mail. An invitation will be sent to you in the coming weeks. Please

remember after receiving the invitation make sure that you RSVP. We need to know how many will be attending the lunch.

Also, a big thanks to all the Local Unions and our District Council for their generous donations to give us the seed money to get this Retirees Activist Committee off to a great start.

Congratulations to all Retiree's! I'm looking forward to seeing everyone in October.

Les Proteau
Financial Secretary/ R.A.C.

The following report was submitted to Glaziers Local 1621 Business Representative Brett Davis by Retired 1621 Member and former Busienss Representative for 1621, Bill Brown.

As requested I attended the 21st Annual Senior Concerns Rally of the Retired Union Members of Santa Clara County on April 18, 2015. This meeting was held at SEIU Local 521 Hall, 2302 Zanker Rd., San Jose CA.

There were five Federal and State Legislators in attendance: Congresswoman Zoe Lofgren,

State Senator Jim Beall, Assemblymembers Mark Stone, Evan Low and Nora Campos.

The theme of the discussion was Health Care for all, Saving Social Security, Preserving Medicare, and People not Corporations. Zoe Lofgren spoke about the disputes between the Democrats and Republicans concerning Social Security, Medicare and Health Care. Others chimed in mostly agreeing with her, also speaking on the Health Care for all issue referring to Obama Care versus Medicare.

Nora Campos stated she has a bill AB1229 concerning Senior Housing. Jim Beall said he is working on a bill that would allow Teachers to contribute and draw Social Security and also spoke on a House Resolution #972 to preserve Social Security. This opened up a discussion of the Representatives on all the issues, which lead to opening it up for questions from the floor.

In all, the meeting was very interesting and I feel it was a worthwhile Saturday Morning.

William (Bill) Brown

“The Fissured Economy”

By: David Rosenfeld

The new term that describes the breakdown of traditional employment relationships is “The Fissured Economy”; it comes from a book written by one of the top labor law enforcers in the United States Department of Labor. This scheme is just another way to break down working conditions for the benefit of employers. This trend is one of the major forces creating the inequality about which we have heard so much.

The Fissured Economy takes many forms. One form is the so-called “gig” economy. This includes Uber and Lyft. These drivers are called “independent contractors,” and they are paid each time they drive a passenger. Their income is irregular; they have to provide their own vehicles; and they have no benefits at all and have to pay their own gas mileage and insurance. It is a very tenuous way of earning a living. It is no way to support a family. The gig economy also cheats the government. Employers do not have to pay payroll taxes, including unemployment insurance and state disability. Employees in the gig economy can’t organize and are not allowed many of the protections of state and federal law, including workers’ compensation.

In the construction industry, contractors misclassify workers as “independent contractors.” This saves the contractor money, and the workers suffer.

Another aspect of the Fissured Economy is the splitting of employers and jobs. No employer is responsible except the lowest level employer. These are employers of agency employees, temporary employees and contingent workers. The recent publicity about McDonalds illustrates this. Each of the McDonalds franchises claims

“Ultimately a strong labor movement is the only secure way of creating good wages, hours, benefits and working conditions.”

to be an independent operation with the exception of some stores owned by McDonalds. Yet McDonalds controls, very directly, what goes on in these franchises by very detailed scheduling programs and other controls over how the work is done. The National Labor Relations Board is currently litigating a case where it claims that McDonalds is actually in control of the working conditions of the employees of the franchisees, that McDonalds is a “joint employer” and is therefore responsible for the working con-

ditions of these franchise employees.

The “Fight for 15” around the country and the “Our Walmart” campaign are efforts by workers to fight back. These movements seek to establish reasonable minimum wages and other working conditions, particularly for low wage workers.

Politics is ultimately what matters. California enacted a new statute that makes an employer who hires through a temp agency that doesn’t pay the workers responsible for any unpaid wages. The issue of “income inequality” will be a big issue in the next presidential election. President Obama has proposed a higher minimum wage, but it isn’t likely that the Republican controlled Congress will pass it. The law can help solve some of these problems, but ultimately a strong labor movement is the only secure way of creating good wages, hours, benefits and working conditions.

If you have time, read “The Fissured Economy” by David Weil, or research the idea on the internet.

David Rosenfeld

Brothers and Sisters,

The last few months have been very busy on the traveling front for me. I attended the State Legislative Conference in Sacramento, the National Legislative Conference in Washington D.C., then on to the 5th National Women's Conference in Los Angeles.

While attending the State and National Legislative Conferences, our purpose was to help our representatives at the state and national levels introduce bills that will help create construction work hours and maintain or increase safety standards. Your District Council Reps are working very hard to introduce a bill at both the state and national levels that incorporates the "Coatings Application Specialist" language in the Industrial Coatings Sector. Corrosion prevention is going to

be the creator of millions of work hours as our infrastructure needs increase and maintenance of power plants, bridges, water delivery systems and oil refineries are front and center for the viability and safety operations of the same.

The 5th National Women's Conference was the largest yet with over 1,200 participants and many workshops to attend. Speakers like State Attorney General Kamala Harris, spoke about the need of increasing the minimum wage among other working family related issues.

Last but not least I attended the State Democratic Party Convention in Anaheim with Director of Communications Mike West and Local 83 Business Representative Matt Egan. The three of us are Delegates to our respective Assembly Districts and in that

capacity on Assemblymember Bonta, Levine and Cooley's delegations.

We are back to traditional bargaining with the Wall & Ceiling Alliance which represents the Drywall contractors and are in the process of negotiating a new Collective Bargaining Agreement for Drywall Finishers. Stay tuned for communications from your Business Reps and E-board members regarding this process which is Negotiation, Ratification and Allocation. See you at the next union meeting.

In Solidarity,

Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3

Brothers and Sisters of Local 12,

As many of you realize, we are in negotiations for a new Collective Bargaining Agreement as of this writing. I sent out a survey questionnaire asking for your response as to what you would like to change, alter, add or delete. I was a little disappointed in the amount of responses. Our numbers are around a thousand active members. I received about fifty responses. Granted, some of them were impassioned, but only around fifty! Seems like most of us are pretty satisfied with how things are.

I want to take the time to thank everyone who showed up to vote on both the District Council By-laws and Local 12's By-laws. Both passed resoundingly.

In getting back to the negotiations, I just want to remind everyone that if things go badly with the contract and it gets voted down and we end up on strike, every member must, on the first day of the strike, show up at your local and register for the strike! Those who do not will face the District Council Trial Board. No excuses! I don't anticipate going on strike, but you never know.

Recently I had the opportunity to attend the Women Building the Nation Conference in Los Angeles. Every year the numbers of women attending their conference grows. Last year it was held in Sacramento and the facility was too small for the amount attending so they moved it to Los Angeles this year. Well, turns out the facilities

in Los Angeles are too small as well. Next year it will be held in Chicago. When I attended the General Convention this year in Florida, General President Rigmaiden challenged each and every one of us to increase our overall membership by thirty thousand members in five years. That's no small task! Women are going to have to be a good chunk of those number. Currently women only make up about 2.3% of the overall membership of all building crafts. That's not very much. Let's all try to recruit more women into our trade! We need them!

Fraternally,

Gene Hopkins
Regional Director
Local Union 12
District Council 16

Local Union News

Local 83

Dear Brothers and Sisters,

I would like to take this opportunity to express to you, the membership, the importance of voting. As many important measures and bills are put on the ballot, the upcoming presidency and even our own Drywall Finishers Contract is right around the corner. It is imperative that we get out and vote. I know what you are saying to yourself right now "why should I get out there and vote? I know my vote doesn't count!" But that is simply not true. All too often, these races and elections are won or lost by a very small margin of votes. In fact, not too long ago a Union friendly candidate that was up for reelection on a water board lost by only 152 votes.

As I'm sure you've already heard Unions, Prevailing Wage and

Collective Bargaining are under attack nationwide. The only way to keep this from happening here in California is to continue to foster relationships with our local and state politicians, and to make sure that we vote these men and women into office. Recently, I was fortunate enough to be appointed as Delegate to the Democratic Party and also attend the National Legislative Conference in Washington D.C. I was able to witness firsthand how crucial it is to our survival as a Union to stay politically involved and most importantly, have our voice be heard. So when called upon, stand up, get involved and help in the fight to keep our Union strong.

Drywall Finishers, as I stated before a new contract is upon us. So please, attend your local union meetings, receive the correct information on contract

negotiations, and share that with your brothers and sisters in the field!

Last but certainly not least I would like to leave you with a bit of good news, the Graton Rancheria Casino in Rohnert Park is due to break ground on a new hotel, which will also be under a 100% Union PLA. I will keep you informed as to the progress of this project.

Work Hard, Work Smart, Work Safely!

Matt Egan
Business Representative
District Council 16
Local Union 83

Local 169

Hello Brothers and Sisters,

Well the busy time that we have been talking about has arrived. As many of you already know with all the hours you are putting in and only a handful of members on the out of work list. We are still seeing our membership rise as workers from other parts of the country hear about how much work is going on in the Bay Area. With all of this work going on we need to make sure that if we work overtime we are letting the hall know. It's not just the leadman's job but each and every one of us. If you see a violation of our contract make sure to remind your brother or sister that no matter how small the violation they are breaking down conditions not just for themselves but everyone and giving away what others have fought for.

I have participated so far in 2 out of the 8 leadership training classes back in Hanover, Maryland that are required in this position. In this second class we focused on the duties and requirements of Business Representatives. It gives me the opportunity to meet other representatives from all over the country and get an insight of what is happening nationally. I also attended the National Legislative Conference in Washington D.C., speaking to our legislators about important issues that affect our members and their families.

I would like to thank those who took the time to make your voice heard by responding to the mail out question card on what you would like to have in the new upcoming contract. This gives us the opportunity to bring this to Glass Management in negotiations.

For the Retirees, you should have received a letter telling you about the new Retirees Committee. Pat Brady as President and Les Proteau as Recording Secretary and all retirees are automatically enrolled at no cost or dues. It will be comprised of Retirees from all of our crafts in District Council 16. There will be a kickoff luncheon on October 3rd. Stay tuned, there will be more info coming. We are hoping this will give all of our Retirees who would like to get involved and give back to our industry the chance to do so.

Fraternally,

Tim Deal
Business Representative
DC 16 Glaziers Local 169

Hello Members of Local 272,
It has been a busy year thus far. There have been some large projects in our area that have predominately or are entirely union jobs that have kept many of our members busy with work. I am steadily working with our Monterey / Santa Cruz Counties Building Trades as well as with our Central Labor Council to produce more Project Labor Agreements within our area. I am also working with local politicians to get laws passed to bring more work for our membership in the area. Such as the Inter Lake Project between Lake Nacimeinto and Lake San Antonio, a first ever Project Labor Agreement brought together by Assemblyman Luis Alejo and Governor Jerry Brown. At this time we are also working with the Salinas High School

and Alisal School Districts to bring together Project Labor Agreements for both Districts.

Drywall work not only in this area but the Bay Area in whole is booming at this time, which is good considering at the time of writing this article we are in negotiations with the Drywall Finishing Association. By the time you read this you should have a new contract and everyone is out working hard.

Paint work in this area is a bit different right now; little more "hit and miss". But that also should be picking up, not only here but especially in the Bay Area.

If you are currently out of work, this is the perfect opportunity for you to take advantage of our DC

16 STAR Program and advance your skills to obtain High Performance / High Value for your employers. Certifications are becoming more common on most job sites – classes are ongoing and you may view schedules on the website at www.dc16star.org. With that being said, I hope to see more of you in September at the STAR's Award Event.

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

Fraternally,

John Papa
District Council 16
Local Union 272
Service Representative

Dear Members,

I have just completed attending the State Legislative Conference in Sacramento and the National Buildings Trades Conference in Washington D.C. After what I would call an excellent 2014 state legislative year I would expect 2015 to be as good. There are several bills in Assembly right now that will further strengthen working people in the state of California. We must continue to encourage and support our governor and state legislators to make the right choices when it comes to working people in the state of California. However we are looking at a completely different story when it comes to working people across our nation. Corporate politicians are waging war against working people in our country and are working feverously to lowering the standard of living through right

to shirk laws and abandoning prevailing wage laws in states all across our country. And now politicians that we consider labor friendly are working closely with those that we don't to fast track a trade deal that will send more American jobs overseas where wages are as low as \$0.98 per hour. It is easy to forget about politics for the working person especially when work is on the upswing, and that is just what those who want to drive wages down are hoping for. Do not get caught with your pants down! Contact your state and federal representatives and voice your opposition to bills and agreements that further the gap between the rich and the working class. Your voice matters!

Thanks to those who attended the DC 16 and Local 294 special call By-law meetings. Both were ratified and now we can move on

to our next order of business which are the Glazier, Floor Covering and Drywall Agreements.

In closing I would like to offer our condolences to the family and friends of Brother Dave Ferry. Dave was a long time employee of Nelson's Painting and long time member of Local 294. He will be truly missed by all who knew him. In addition I would like to congratulate Brother Juan Rosales and Nellie on the birth of 7lb. 9oz. Benjamin Phillip Rosales.

In Unity,

Jeff Roberts
Business Representative
District Council 16
Local Union 294

Greetings Members of Local 376 and DC 16,

It is a very busy time right now with by-laws being changed and approved recently. There are 3 new contracts being negotiated right now with the Floor Layers and Glaziers meeting their target hours, and although the Drywall Finishers didn't meet the target hours it was talked about by the Drywall Management Team (WACA) and DC 16 Officials and agreed to end the last contract letting the Drywall Finishers out of the deferral contract and releasing the \$4.24 that is left in deferment which was a great accomplishment that we should be proud of. It is time to move forward and get new contracts negotiated and approved by our members.

This summer we will have a lot going on here in Local 376 with many VAC event opportunities which I am proud to say that our members have stepped up to supply manpower and support to help the residents of our communities. Through these efforts we are making people's lives better that live and have supported this community today as well as in the past, and it shows with the support that is given in return when we need it the most.

We will be participating in the Vallejo Waterfront Weekend again this year. Last year's events brought a lot of our members close together and it should be a bigger event this year drawing in more of the community than ever before. It was fun but also a lot of work put in by our Rowing team who came together for practices

and the day's events. Hopefully we will be able to put together another team to represent us as I have heard there will be other Unions getting involved. We are starting to plan this year's picnic which I hope to see a lot of participation; it is great when our members come together outside of work to build comradery.

A lot of things will be coming up this year and a sure way to be a part of it all is to attend the local meetings here every 2nd Wednesday at 6 PM.

Respectfully,

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

Greetings Brothers and Sisters, Drywall Finishers, I'm sure you all know by now our Business Manager / Secretary Treasurer Chris Christophersen was successful in convincing the Drywall Contractors Association to open the contract for negotiations. This was not an easy task and quite an achievement not to mention welcomed news, especially if you make your living as a Union Drywall Finisher in Northern California. Not only will your new agreement be bargained for but we will also settle the matter of the employer's payout of your deferred money, a total of \$4.24. By now everyone should have received an update from me on our progress in these contract negotiations. I would like to thank the members who contacted me with their concerns and interest. Remember that until we have a deal that is ratified by

the members all options remain on the table.

Recently at a union meeting I was asked the question, "Where is the money going?" My answer was, that is up to you the members to decide through the process of what we call Wage Allocation. You will vote on where your money goes, for example increasing the funding to your Annuity Plan or putting some of it on you Paycheck. This does not mean that the necessity to fund key programs like Organizing and Apprenticeship Training isn't a reality. Our extremely successful Organizing Department is severely underfunded and is currently operating on limited resources. As for Apprenticeship Training, it is important that all of our crafts fund Apprenticeship Training at equal levels and that we continue to improve and strengthen our Training Department. Turning out

high performing Journeypersons should be important to us all. We have a role in this on the jobsites as well, the more knowledge and skill we pass along to our apprentices the longer our Union and employers will thrive. True mentorship requires patience and can be challenging at times but when practiced regularly and successfully it is rewarding in many ways.

Sadly I must report that Kenny Berman recently passed away. Brother Berman, a Journeyman Industrial Painter with a "go where the work is" mentality and a "work as many hours and days as it takes" attitude, was just 49 years of age.

Steven L. Caster
Regional Director
DC 16 Local Union 487

Members of Local 507,

I hope that all are doing well. We are starting to get very busy and there is a lot of work out there. We do not have any Drywall Finishers on the out of work list, and you know what that means! The Painters are going to get really busy next!

Last April I was out of the office for two weeks. The first week I was in Baltimore, on my second unit of Leadership Training and the second week I was in Washington D.C. to attend the National Legislative Conference where I was able to attend several workshops. There was one that really got my attention in a serious way! It was about silica and the danger that comes from excessive exposure to it.

Silica is a product that is present in taping mud and topping mud and also in other construction materials. Thousands of construction workers get sick each year from excessive exposure to silica. So please take care of yourself when you are sanding or painting and make sure you use a mask at all times. It is so important because when you retire, you should be able to enjoy your retirement for a good long time. Also if you know of a company that is not providing particle masks, please let me know so I can fix it.

We have a new VAC Coordinator and his name is Fernando Correa. He has been doing a great job so far. He has done several VAC events. Some of them have been phone banking,

precinct walks and so on. If you would like to become a volunteer and help your Union please call Fernando Correa at 408-606-0173. He will give you more information on how to become a Volunteer Activist Member!

Thank you for allowing me to be your Business Representative. I'll work hard on any issues that you, the members, may have.

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,

As you are probably aware, I have been spending most of my time since February, lobbying full-time at the Nevada Legislature on behalf of our union. Here is a brief report of where we are, at the time of this writing. One bad Bill, SB118 sponsored by Senator Kieckhefer, was passed and signed into law by Governor Sandoval. It eliminates Prevailing Wage on all schools, including universities. One good Bill, AB125 sponsored by the Assembly Committee on Judiciary, has been passed and signed into law. It helps our contractors with TORT reform on construction defect lawsuits. They should see an immediate effect on insurance and on their ability to now bid residential projects in Nevada. There are four more bad Bills I am lobbying against. SB108, sponsored by Senator Settlemeyer, would raise

the threshold on Prevailing Wage to \$500,000 from the current \$100,000 threshold. AB172, sponsored by Assemblyman O'Neill, would raise threshold on Prevailing Wage to \$350,000. SB392, sponsored by Senator Kieckhefer, would raise the threshold to \$1M and adjust for inflation every 5 years. Also, it would change the Prevailing Wage survey to eliminate public works projects in the reporting, take a DETR average for wages and several other harmful things. We are hoping to amend this bill to get all schools back into Prevailing Wage before its passage. AB159, sponsored by the Assembly Committee on Government Affairs, would prohibit Public Works Project Labor Agreements in Nevada like the one we built the Ace's Baseball Stadium with.

Why are all these bad Bills attacking us being pushed? It's

because the republican legislators, who got elected in November 2014 and completely control our state legislature, are anti-worker. Elections have consequences. Never again can we let them control the Nevada Legislature and our destiny.

We are currently in negotiations for a Project Labor Agreement with a general contractor, W.G. Yates & Sons Construction Company, to cover their portion of Project Tiger (the Tesla Project). Our first trade to be dispatched will be the Drywall Finishers. W.G. Yates told me they expect to need 25-40 of them as early as July of this year. We expect to dispatch Painters soon after that.

Fraternally,

Todd Koch
Regional Director

Local Union News

Brothers and Sisters,

I hope this issue of *The Pride* magazine is finding all members doing well and thriving in this fantastically robust year! It has been a very busy year to date and the current construction out-look indicates projects to continue to be strong through 2016.

Just to give you an idea of how busy it's been in San Francisco - "In 2010, San Francisco's Planning Department approved 80 projects, which totaled 12,130 units. From 2006 to 2014, over 700 projects and 38,530 units combined were approved." We are just approaching the halfway point in 2015, "and there are many more projects in the pipeline." Some large projects waiting to break ground include: Treasure Island - 8,000 units, 41 Tehama St. - 418

units, 1000 Channel St. - 350 units and Transbay Block 7 - 120 units.

Hopefully, all members are aware that we are currently in contract negotiations with the Glass Management Association. Our current collectively bargained agreement is set to expire on June 30th. I want to thank all members that took the time to fill out our "Member Survey's" and returned them back to the local. The feedback we received has been instrumental in producing and putting forward proposal's that are directly the asks and wishes of our membership.

We are the best of the best within our industry and its evident in the work you do every day. We have a ton of opportunity and growth to capitalize on in the years' ahead within our industry. We need to

continue to stand together to not only maintain our market share, but to also grow our market share. "As residential construction grows, so will jobs for Glaziers." "The necessity for window repairs and a growing desire for energy efficient windows will affect the need for Glaziers in the coming years." The work is here and it is our work to do - as long as we stay competitive in the market.

Hope to see you all in June for our contract ratification vote. Enjoy your summer and stay working safe. The best way to predict the future is to become part of it.

Respectfully,

Madison Hull
Business Representative
District Council 16
Glaziers Local 718

Brothers and Sisters of District Council 16,

For the last year, the California Building Trades have been in a battle to get Senate Bill 54 implemented into law. It was passed by the Legislature and signed into law by Governor Jerry Brown, but faced immediate lawsuits from the opposition.

This law mandates that all oil refining facilities become prevailing wage jobsites and requires the use of highly skilled craftsmen and women to do the contracted out maintenance work. To get the qualified workforce to do the work, the workforce must have 45% this year and 60% starting in 2016 be graduated from a state certified

apprenticeship program. This law will provide our communities with a safer environment around the refineries, the refineries will have the work done in the safest and most efficient manner possible and our members will have more opportunities for local jobsites.

Just recently, the last lawsuit was dropped against the senate bill and the implementation of enforcement will begin very soon. With this happening, it is incumbent on all of us to get all of the certification possible in our crafts and to work as efficiently as possible when we are going on these projects. This will give the oil industry a glimpse at what a qualified workforce is capable of providing and could be the jumping off point for our union

workforce to be in every facility across the country. We must show them the value in a union contractor doing the work. So take advantage of our industry leading training facility and get the certifications that are available to you.

There are many things going on and you can get all of the details at your next local meeting, the 2nd Tuesday of each month.

Regards,

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

Brothers and Sisters,

I would first like to thank all of those members who helped and participated in the ratification of both the District Council 16 and Local Union By-laws. Changing the by-laws to conform to the new IUPAT Constitution was a huge project and a lot of time was spent in by-law and Special Call meetings. I would have to say that one of our keys to success is member involvement.

This is a great time of the year to get out and volunteer in our communities and show the value of union workers and their families. It is critical to our future that we show unions in a positive light as it can have a great impact in the perception of union workers. It is our responsibility to show that we are more than just a labor organization. Please get involved

in your community by attending your city council meetings, local organization meetings, children's school events and other activities to find out what their needs are. Anyone can request a VAC event. Some examples of previous VAC events are park clean-ups, food drives and cancer walks. These are only just a few of the ways that we can get involved and create better communities for us and our loved ones.

It is great to see that almost all of our members are working and many projects are coming up. In the northern valley, we have projects like the Sacramento Sports and Entertainment Complex, Stockton Courthouse and a 16-story hotel on J Street in Sacramento. We are looking for Apprentices and Journeymen so if you know anyone that is interested in the glazing field, please have

them get in contact with me or any of their local business agents.

This years STAR classes are coming to a close and I hope everybody took advantage of the training that was offered. As new projects come up, it is very important that you stay current on all of your certifications. If you sign up for a class, please make every effort to attend as some classes have a limit of how many can attend. One of the new classes that will be available after June will be SCT3; you must have taken SCT1 and SCT2 to be eligible.

Fraternally,

John Tweedt
Business Representative
Local 767 District Council 16

Greetings to all Local Union 913 Members,

Many of you may not know who I am, so I'll briefly introduce myself. My name is Carlos Martinez, Business Representative for District Council 16, assigned to Local 913. I joined Local 3 in 2002 as an Apprentice Painter. Following a few discussions with my Apprenticeship Instructor Sarah Coyne, I realized I needed to get the facts about the union from union meetings, not from job box lawyers.

Since attending Local 3 meetings from the peninsula wasn't ideal, I cleared into Local 913 in 2006 and immediately started attending union meetings. In 2007, I was elected Financial Secretary for Local 913, a position I held for 7 years. In 2014, after completing

an application process, I was hired as an Organizer for District Council 16. With Brother Ruigomez moving on as BM/ST for the San Mateo Building Trades, I have been appointed to assume the role as Business Rep for Local 913. For those that desire a role within their local union or district council, it all starts with regularly attending local union meetings.

An event that has recently taken place within the past few months is the Women Building the Nation Conference. If any of our fraternal brothers would like to get an idea of what it feels like for a woman to walk onto a jobsite, ask to attend the conference in 2016. As I entered the conference room filled with approximately 1,200 construction women, I then realized how intimidating it must

be for a woman to walk onto a construction site full of men. It takes a lot of strength and courage for our union sisters to be able to do their jobs. This conference also teaches men how to be an ally. Every move a woman makes on the job is scrutinized, from minor screw-ups to restroom breaks, while men often get a pass for these minor offenses. So lets stand up for our sisters as we would our brothers.

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

Fraternally,

Carlos Martinez
Painters & Drywall Finishers
Local 913
District Council 16
Painters & Allied Trades

Local Union News

To all Union Members of Local 1176,

The new Local Union By-laws were sent out to every member to review and a meeting was scheduled for May 19, 2015, to vote for the changes. The By-laws change was accepted by the membership, if you haven't received one please update your address with the local union.

Parking and Highway Agreements will be expiring at the end of June, we will begin negotiating as of June 1, 2015. Our major problem with this agreement is the medical situation. We need too many hours to be eligible for your monthly medical. We will be working on this issue to resolve this problem. I will keep you informed.

I attended the Women's Conference in LA, to show support for the Women in the IUPAT. There was over 1,200 Women at this conference to represent their crafts. I was overwhelmed by the enthusiasm of these ladies showing support for their unions. The conference had over 50 workshops to help understand the Collective Bargaining Agreement, State Laws, Negotiating Agreement, etc.

Ladies this conference is a yearly event, if you are interested in attending next year, please let me know.

Kelly Moore members, it has been over 9 months since your agreement has expired, but it was all worth it. The company finally dropped their proposals on subcontracting our work and I want to thank you for your

full support. The last thing we needed was to lose more work at the plant. By the time you get this article we should have a new agreement.

Other agreements that will be expiring this year are; BAE, Delta Sandblasting, Finishers Agreement, RJ McGlennon and we are still working on SFHA Maintenance Agreement.

Please make an effort to attend the local union meetings held on the third Tuesday of the month at 5:30 pm at 2020 Williams Street in San Leandro.

Fraternally,

Jose Santana
Regional Director
District Council 16
Local 1176

Brothers and Sisters,

I would like to start off by saying thank you to those who took the time to vote on District Council 16 By-laws and Local 1237 By-laws. The turnout was low (DC 16 By-laws 7 members and Local 1237 By-laws 17 members) but in the end, the members ratified both sets of by-laws. I would like to also thank District Council 16 By-laws Committee and the Local 1237 By-laws Committee for their time and hard work. Constructing By-laws is more work than you would think and the Committee's dedication to the task was second to none.

By the time you read this, the District Council 16 negotiating team will be working on the Floor Covering Master Agreement

and the Sacramento Addendum. Thank you to the members who filled out and returned the wage suggestion sheet. It's crucial that the negotiating team know what the members want in their new contract and what they want in wages. With the wage suggestion sheets, input from the Executive Board and members at union meetings, the negotiating team has plenty to work with.

If you want to know what is going on with negotiations, please attend the next union meeting and stay involved. When we have a contract to vote on, you will be notified. Please make every effort to attend the contract vote. Our last wage allocation was decided by 34 members out of 256 total members at the time. This is your union, please get involved.

Recently several members of Local 1237 helped with a labor donation for the Sacramento Food Bank in Del Paso Heights. They took off rubber base, tore up the old carpet and scraped glue off, so the concrete could be stained and polished. After the floor is finished, the apprentices will install new base. This was a VAC event and I would like to thank those of you who helped.

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,

Hope everyone has enjoyed the first months of the year. Work is extremely busy with more work on the way. I am still in need of certified Welders if you know anyone please have them call me. We currently have 11 people on our out of work list.

I hope everyone is getting ready for negotiations. I sent out a notification letter in the mail and only got 30 responses so everyone must be working hard and happy with their wages. Please attend all monthly meetings to stay informed with what is going on.

I wanted to give everyone a heads up for District Council 16 strike procedures. If the contract gets voted down, strikes are not vacations. Every member will report to the Union Hall

on July 1st to register for the strike. Members shall adhere to assignments assigned by the Strike Committee or Strike Captain. I would not plan any vacations during the month of July just in case the contract is voted down. Every member shall check in daily during the strike or lockout for assignment and/or information. Any member who fails to register and/or check in daily as required by these rules shall be cited to appear before the Executive Board of District Council 16. If you are working on a project where no work stoppage is allowed like a Project Labor Agreement on every Saturday during the strike, all members working must pay strike assessments in accordance with District Council 16 By-laws Section 22.3. If you do not pay your working assessment you will be pulled from the job and have your work referral revoked.

Strikes are very serious I suggest you read up about them in our District Council 16 By-laws, Article 22, for further information.

The Holiday Party date has been set for Saturday, December 5, 2015 at the San Jose Marriott Hotel in downtown San Jose. Invites will be coming to your homes soon so make sure your contact information is up to date so you won't miss the mailer.

Our union meetings are held the 3rd Tuesday of every month at 6:30PM. I hope to see you there!

Sincerely,

Brett Davis
Business Representative
DC 16
Local 1621

Cal OSHA has issued a new rule for Heat Illness as of May 1st

All employees and supervisors must be trained about heat illness prevention. Employers must provide enough fresh water so that each employee can drink at least 1 quart per hour, or four 8 ounce glasses of water per hour and encourage them to do so. Provide access to shade and encourage employees to take a cool-down rest in the shade for at least 5 minutes. You should not wait until you feel sick to cool down.

National Fall Prevention Stand-Down

This is to raise awareness of preventing fall hazards in construction. Fatalities caused by falls from elevation continue to be a leading cause of death for construction workers, accounting for 279 of the 806 construction fatalities recorded in 2012. Those deaths were preventable. Fall prevention safety standards were among the top 10 most frequently cited OSHA standards, during fiscal year 2014.

Editors Notes:

District Council 16 Director of Training Alex Beltran provided these two additional short articles related to safety.

Looking out for our own safety and the safety of our Brothers and Sisters on the jobsite is all of our responsibility. The ability for us to earn a good living and go home safely to our families should be a top priority for us all.

Mike West



District Council 16
2705 Constitution Drive
Livermore, CA 94551

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