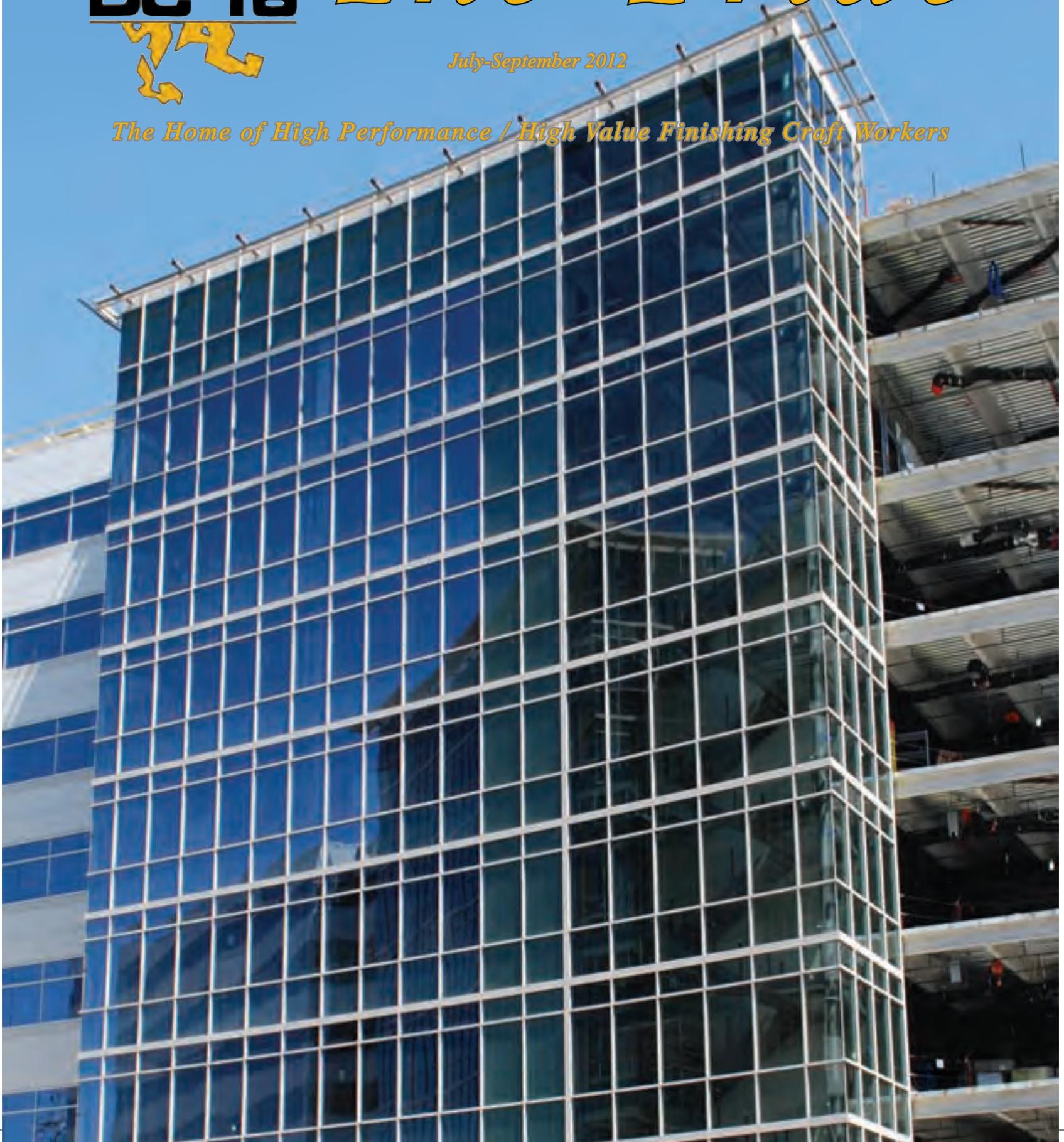




The Pride

July-September 2012

The Home of High Performance / High Value Finishing Craft Workers



**49ers Break Ground on the
new stadium in Santa Clara**

**On the cover:
Juniper Networks Sunnyvale**



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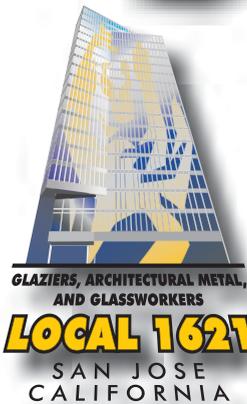
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THE HOME OF
HIGH PERFORMANCE/
HIGH VALUE FINISHING
CRAFT WORKERS

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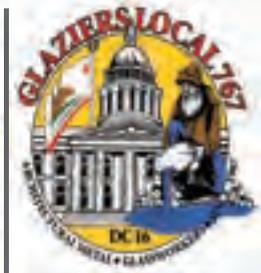


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HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



Doug Christopher
Business Manager, Secretary, Treasurer
District Council 10

I hope this issue of The Pride finds you and your family enjoying the fruits of your labor during this warm summer season. I am happy to extend my fraternal greetings to you and your family at this time as we are experiencing an increase in work opportunities and hours for the first time in several years. Although we are not completely out of the woods yet, the trend seems to be leading towards a healthy employment picture for our members for the next couple of years. After a long recession and the accompanying depressed job market, the trend towards increased hours and work opportunities for our members is a welcomed change. I do say this with some caution however, because, in my opinion, another

major blip in the stock market could send us right back into another recession. Let's keep our fingers crossed and hope that doesn't happen and that the positive trend continues.

My Political Perspective; What's Important To You?

I am sure you are all aware that politics is taking center stage in our country and this will surely continue to be the case through the November elections. As we are coming out of the worst recession most of us have ever experienced throughout our lifetimes, it is now more important than ever that we stay focused on perpetuating our Union way of life. As most of you are probably aware, unions, our pensions and our health and welfare benefits are under public attack orchestrated by many competing financial interests.

“it is now more important than ever that we stay focused on perpetuating our Union way of life.”

It is very clear to me, as I am sure it is to you, that politics has a major impact on our day to day lives and those impacts can be either negative or positive. As wage earners it seems lately that most of what we experience as a result of politics is negative. In recent years, political polarization in our country has led to a disastrous economy. The

disastrous economy then decimated the construction industry which resulted in a dramatic decrease in the number of jobs and hours of work for our members while simultaneously driving up the cost of maintaining our health and welfare and pension benefits. Over the last several years this has resulted in a drastic reduction in annual take home pay for our members.

As an individual, I put my responsibility to provide for my wife and my children above all else. I have come to the conclusion that my ability to meet my responsibilities as a spouse and father are inextricably linked to my success, or lack thereof, as a wage earner. Therefore, I have come to realize that my primary political focus has to stem from protecting my interests as a wage earner. Therefore, I feel it would be irresponsible for me to support political candidates or issues that would have negative consequences for wage earners. To do so would have a detrimental effect on my family.

I understand that as individuals we have many other personal and moral issues that motivate us. My experience has taught me that politicians often espouse fantastic ambitions regarding these personal and moral issues (wedge issues) during campaign cycles in order to gain our political favor. Once they gain our favor and are firmly seated in their political office, it often amazes me how quickly

their focus shifts from what was espoused on the campaign trail to what their true agenda is. Therefore, I have learned that it is more important to focus on what the politician has done throughout their career rather than focusing on what they are saying during the campaign. When I look at what they have done during their career, my main emphasis focuses on how their actions affect me as a wage earner. This logic applies on both sides of the isle.

Unions tend to focus on issues and candidates but also tend to pass over the rational used in coming to their conclusions. We take for granted that our members are on the same page and understand what went into the decision making process. There are also many different types of unions that exist in completely different markets. Our interests don't always align. In other words, what's good for one union doesn't necessarily mean that it is good for all unions. The public tends to lump us all together as if we are all exactly the same and calls us a "special interest". Truth is, in one regard, we are all pretty much the same. Our special interest revolves around representing wage earners through the continuous improvement of their wages, benefits and working conditions.

Let's acknowledge some facts; wage earners make-up the largest percentage of America's society and unions are the only entity that has consistently represented wage earners best interests. Name one other organization whose sole purpose is to advance the interests of wage earners? Please don't be confused by the rhetoric against unions and have confidence in knowing that your Union only supports candidates because they

support us as wage earners. It's not about political parties and it shouldn't be about personal and/or moral issues. With regard to personal and moral issues, we encourage our members to get involved in their communities where they can influence individuals without depending on politicians whose true agendas may conflict with our own self-interests as wage earners.

"Makeup your own mind and vote for what you think is right; that's what democracy is all about."

So I ask you to put some thought into what is most important to you. Prioritize your life with an understanding of the role you play in it. Makeup your own mind and vote for what you think is right; that's what democracy is all about. I understand if you put your priorities in a different order than I do, that's what freedom is all about. Just make sure that you focus on what is most important to you and your family.

Smart Choices=Healthy Rewards

The District Council 16 Northern California Health and Welfare Trust Fund will introduce the "Participant Promise" program later this summer. This unique program "seals the deal" between you and the District Council 16 Northern California Health and Welfare Trust Fund on our Smart Choices/Healthy Rewards promise. The Participant Promise is part of the Smart Choices/Healthy Rewards initiative the Fund launched last year. The participant Promise program will be offered

to both Anthem Blue Cross and Kaiser plan participants. When you sign up for the Participant Promise program you are committing that you will take a few simple actions, including choosing a primary Care Physician, getting an annual biometric screening, utilizing only "Advantage" providers (Anthem Blue Cross members), utilizing our Care Counseling service (Anthem Blue Cross members) for all outpatient care and keeping your contact information up to date. When you meet these commitments you will be eligible for our healthy rewards. The healthy rewards you will enjoy shall include an additional three months of cash bank accumulation and, once you've accumulated 6 months in your cash bank, you'll be able to bank even more contributions into your own personal medical expense debit card.

Our goal is to help participants take control of their own health care, but many just don't know how to take that first step. The Participant Promise provides you with the resources and walks you through the steps you need to take in order to make smart health care choices and provides you with healthy rewards for doing so.

Be on the lookout for a detailed program brochure that will be mailed to all participants later this summer.

Fraternally Yours,

Doug Christopher
Business Manager/Secretary-
Treasurer
District Council 16

Director of Service



Chris Christophersen

I would like to take this opportunity to bring you up to date on some specific items that will be taking place in the near future, and will be affecting all of us in one way or another. If you are acting in a Leadman, Superintendent or Foreman capacity in your specific craft you are required to attend and satisfactorily complete 16 hours of STAR Training of which at least 8 hours shall be Supervisor Certification Training.

Supervisor Certification Training classes are scheduled to begin in July 2012 and you can register on-line at dc16star.org right now. Instructors have completed their training course and have prepared all the information and necessary materials needed. There has been approximately 29 instructors to date that have completed their training courses including 10 of these instructors who are our management partners. There will be a limit of 20 people per class and if I could offer any advice at all it would be that you take

advantage of scheduling your class as early as possible to avoid missing out on this training due to classes being full later in the year.

For all the members who are working as Glaziers you should be receiving a communication in the mail regarding your annuity plan. It will contain information pertaining to meeting times and dates giving you the opportunity to participate in some membership information meetings regarding the changes in your annuity plan. These meetings will be held starting August 21 through August 31, 2012 and will be held in various locations throughout our jurisdiction. Meetings will be in English and Spanish and will have New York Life professionals facilitating the meeting ready to answer any and all questions regarding the upcoming changes.

The Western Regional Conference of Painters and Allied Trades Annual Conference is scheduled for September 6th - 9th and being held in Las Vegas, Nevada. This year your local unions will be sending your administrative assistants to attend and participate in the IMS membership training classes. All District Council 16 local unions have been instructed to utilize this system prior to attending this conference in order to better prepare themselves to present important suggestions and ideas on how to improve this membership system..

We have just completed successful negotiations in Fresno on behalf

of the Glaziers which included highlights as, they now have a 2 year agreement that puts them in-line with the Northern California Glazier Master Agreement expiration date, STAR funding, Work Preservation funding, and the members voted to increase their contribution of Wage Equality dues. They also received Master Agreement language regarding foreman and leadman percentage pay and adopted the deferral plan per the Master Agreement.

We have also entered into Hotel negotiations and individual employer negotiations regarding Parking & Highway Painters. Local Union 1176 also has some individual employer negotiations starting in the auto and specialty craft areas.

I would also like to congratulate all this year's STAR participants and look forward to seeing you at this year's event on September 8, 2012 at the Pleasanton Fairgrounds. This year District Council 16 members decided to take advantage of the STAR program training and then proceeded to set a record for qualified STAR participants with over 500 members. We are expecting a total of over 2,000 people to be in attendance come September 8th.

Fraternally,

Chris Christophersen
Director of Service
District Council 16

Training

District Council 16 Director of Training Alex Beltran and his staff have been busy implementing new training techniques and products into the various crafts curriculum.

The Painting Program has achieved “Lead” status to do in house training for all of our Hazardous Waste, “HAZWOPER” Training. Certain employers are requiring this certification and this class will be offered by the JATTF on August 13th. They have also built a confined space mock-up for the Painters. These certification classes are 16 hours, and will be on September 24th & 25th and on September 27th & 28th.

The Glaziers will be building mock-ups for Solar applications in a joint effort with the International and Solar Innovations to develop curriculum and train in photovoltaic Glazing applications. They have also been in-

involved in a *Rebuilding Together* project in Colma installing vinyl windows and sliding doors. This is good experience for these apprentices who rarely see this application in the commercial Glazing world.

New curriculum for Drywall Finishing is being developed and submitted by Journeyman Drywall Finisher Gary Whittaker of Local 487. It involves the use of the Graco Mark 5 for the application of a level 5 drywall finish. The Drywall Finishers are also involved in the *Rebuilding Together* project in Colma.

A new product recently hit the market in Floor Covering called *Floorazzo*. It has become popular

in hospitals back east and is now showing up specified on jobs in our area. A class was scheduled and the manufacturer came to our facility and trained our members in the installation of this new product. It comes in 24x24 squares or 24x28 panels which are laid similar to VCT. Then the product is fused, polished and sealed. Unlike other products *Floorazzo* will conform to an uneven surface such as a drain when heated, but then hardens up again to an extremely hard surface. This came to us due to a working relationship between the manufacturer’s representative, Brian Richards, of The Patton Group, and District Council 16 Director of Organizing John Sherak.



Member Spotlight



Neil Struthers

Neil Struthers started as an apprentice Glazier with Los Gatos Glass back in 1980. He later worked for Royal Glass and Walters & Wolf before becoming an Instructor and

then the coordinator of the Glaziers Apprenticeship Program. In 1999 Neil went to work for the Santa Clara & San Benito County Building Trades and in 2001 became the CEO.

In his time with the Building Trades Neil has negotiated over 8 Billion dollars in Project Labor Agreements in the South Bay like the San Jose Airport expansion, City Hall and the New 49ers Stadium to name a few. He also started the first non-profit entity that developed a two year on-line Bachelors

Degree program in Construction Management exclusively for Union members. Neil is running for President of the California State Building and Construction Trades Council. The vote is by delegate to the State Convention in Santa Monica on October 19th.

Neil enjoys spending time with his wife, Assembly Member Nora Campos, and their son Jack Struthers. When he can find the time Neil likes Rafting and riding motorcycles, and is fan of motorsports in general.



Javier Ayala

Javier Ayala is a Journeyman Painter currently working as a foreman for A&B Painting. He is a member and Vice President of Local Union 913, in San Francisco.

Originally a member of Local Union 741, Javier joined the Union in 1987. Later he was granted a clearance card to Local Union 4 in San Francisco. When Local 4 was dissolved Javier became a member of Local Union 913. He has been the Vice President of Local Union 913 since 2004.

Kaiser Antioch, Salinas Medical Center, Chanel Park Condos and 555 City Center in Oakland are some of his previous jobs. Currently, Javier is performing work at San Francisco City College Chi-

natown Campus. Additionally, he is very active with Local 913. As Vice-President, he attends the Local Union meetings regularly and consistently dedicates his time and leadership skills to the execution of his duties.

Javier is a very conscientious and focused High Performance / High Value member exemplifying these attributes on his job.

Javier has been married to his wife Karen for 12 years and his son De Von is 18 years old. They reside in San Leandro, California.

This section is dedicated to all Brothers and Sisters



Art Papa

Art has been a member of Local Union 272 since 1991, prior to that he was a mem-

ber of the old Santa Cruz Local 1026 where he joined as an apprentice in 1979. He has worked for various contractors over the years doing a variety of different types of painting, from custom homes to industrial work doing high steel at the Lone Star cement plant in Davenport. The ability to work on all aspects of the trade defines Art as High Performance / High Value. Art worked for Northern Design Inc. as a foreman for the last 21 years. NDI suffered a slowdown, which finds Art now working for City Painting for the last six months

doing work at Apple and Dell.

Art has assisted the local with VAC events when possible and has attended different trainings over the years from COMET 1 & 2 to the HAZWPR Class last February.

He has been married to his lovely wife Elisa for 34 years and has one son, Joseph, who is studying Kinesiology / sports medicine at San Jose State. Art enjoys hunting, fishing and is an avid Steelers fan as well as a fan of the San Francisco Giants.



Pedro Zavala

Pedro has been a member of Local 1621 for almost twenty years. He began his career with Royal Glass as

an apprentice and is still with them today. He has been a leadman with the company for years and is currently working on three new buildings at Foothill College that will hold the Physical Sciences and Engineering Centers.

Pedro exemplifies High Performance/High Value with his mentoring of others. The training he has received has been invaluable to him. He shares his knowledge, skills, and is truly a teacher as well as a leader. He told me that he believes you should

“Lead by example”. He benefited while learning on the job from seasoned Glaziers and wants to continue to pass on his knowledge and “good mechanics” to others.

Pedro is 41 years young, married with two children, a daughter 17 and a 15 year old son.

Local 1621 is proud to have Pedro as our member. We would like to congratulate him for his dedication to mentoring and training our future Glaziers.

who best exemplify “High Performance / High Value”

Council News



PATCH is making a difference in our communities in many different ways. Challenger Little League gives special needs kids a chance to play baseball. (Above Left) Edison Computech competes in "Destination Imagination" in tasks ranging from engineering to the arts. (Above Right) Central School in Tracy receives PATCH check (Left) Ground Breaking ceremony for the new 49ers stadium had players, officials and of course cheer leaders. (Right and Below)



Local Unions 12, 718 and 913 participate in the annual San Francisco Cesar Chavez Parade



Council News



Local 507 Volunteers are some of the most active in District Council 16. Seen here before a Painting VAC at the Southbay Labor Temple. (Left)

A Career Fair in Berkeley was represented by DC16 Business Representatives and volunteers from each of our crafts. (Below)



Volunteer Activist Committee members from the Sacramento Locals participate in the annual United Way Toilet Paper Run.



Unions alone donated 32,383 rolls to the cause which exceeded its goal of over 175,000 rolls. The TP is then distributed to non-profits and the needy throughout the region.

Council News

DC16 Floor Covering Apprentices work aboard the USS Iowa

The DC16 Floor Covering Apprentices participated in a volunteer project recently aboard the USS Iowa Battleship. Iowa, which will become a museum in the Port of Los Angeles, had some areas with water damage and the VCT tile needed to be removed and replaced. The Apprentices were able to hone their skills by cutting in the tile among many pipe penetrations and other unusual conditions. Just getting the material to the installation areas was a challenge among the narrow hallways, doors, and steep stairs. The Flooring work done by the DC16 Apprentices will be continued and completed by Apprentices out of DC36 as a coordinated effort.



USS Iowa was ordered to be built in 1939 and launched on August 27th, 1942. During WWII the *Iowa* shelled targets in the Pacific in advance of Allied amphibious landings and served as one of the flagships present at the Japanese surrender in Tokyo Bay. *Iowa* was also involved in raids on the North Korean Coast, after which she was decommissioned. She was reactivated in 1984, and then decommissioned for the last time in 1990. In 2011, *Iowa* was donated to the Los Angeles based non-profit Pacific Battleships Center to serve as a museum and memorial to battleships. However, part of the deal is that she cannot be modified to the extent that she cannot be easily and quickly recommissioned in the future if necessary.



An ongoing campaign exposing wasteful practices and environmental hazards out at the Golden Gate Bridge has resulted in bridge manager Kary Witt attacking one of our Organizers. To see the video and follow this campaign go to www.goldengatewaste.org



Director of Organizing



John Sherak

As you know I have been writing articles about all the companies we have caught cheating on Public Works projects. What you probably don't know is how long the process actually takes. Here is another case which we started working on in 2010.

Joseph Brothers Enterprise Inc. is a San Leandro based drywall company that was working on several publically funded projects in the Bay Area. They have now been issued a large fine on two of the projects that we have been investigating for not paying the proper prevailing wages.

Joseph Brothers has been a hot topic for the Organizing Department for the past two years. It was becoming more and more frustrating trying to determine how Joseph Brothers was beating our contractors on these public works projects. We have spent countless hours visiting jobsites and speaking with their employees about the proper prevailing wage rate they should be getting paid.

Organizing Department brings cases against cheating contractors and develops opportunities for the members through newly signed contractors and Market Recovery.

Finally we got a break when one of the employees admitted that they were not getting the proper Prevailing Wage and asked us to get involved. Through continuous jobsite visits, house calls and meetings an avalanche of employees started to come forward.

After filing DIR complaints and Stop-Payments (Prevents GC from getting paid until employees get paid) we gathered all the employees and met with the attorney, the DIR, and the Division of Labor Standards Enforcement. Through their investigations on just two projects; The Harmon Gardens with Midstate Construction, and CSOD Admin/Crew & Warehouse Faculty Improvements with Bobo Construction; it has been determined that multiple violations have occurred. The total amount of wages due on these projects is \$334,656.31 and the total amount of penalties assessed is \$44,450.00. More projects are under investigation and the Contractors State License Board has suspended their license.

With the Joseph Brothers employees sticking together and working with the Organizing Department outcomes like this are possible and are a positive thing for all of our good signatory contractors.

Organizing Update:

Since January 1, 2012, we have Organized 13 new Contractors. With the Construction work picking up there is going to be more work opportunities for our members. The Market Recovery Program is doing very well and continues to produce lots of man hours. We have already secured another 49,446 Floor Covering hours; 135,514 Glazing hours; 117,233 Painting hours; and 5,940 Drywall Finishing hours.

John Sherak
Director of Organizing
District Council 16

Political News

The National Legislative Conference in Washington DC was held at the end of April. With the sudden passing of Building Trades President Mark Ayers on Easter, the General Presidents voted to install our own Sean McGarvey as the new head of the National Building Trades. McGarvey served under Ayers since 2005 and prior to that was an IUPAT General Vice President, a Glazier out of Local 252 in Philadelphia. Mark Ayers was honored with a Lifetime Achievement Award. Speakers at the conference included President Barack Obama, Richard Trumka (Below Left), Sean McGarvey (Below Center), Secretary of Labor Hilda Solis (Below Right) and many others. Secretary Solis and President McGarvey were both in attendance at an evening event hosted by the IUPAT which also had many other Labor Leaders and Politicians in attendance. They made commitments to the IUPAT and Labor in general to fight for our issues.



The Washington Monument (Above)
The Capitol Building (Below)



Editors Notes: They did not allow large cameras into the ballroom while President Obama was speaking, so I did not get any good pictures of him. It was mentioned that while all the General Presidents waited in another room, President McGarvey met with President Obama to discuss our issues and the potential endorsement by The Building Trades of Obama's re-election. At the conference President McGarvey announced the endorsement.
The White House (Left)

Political News



The Sacramento team under the leadership of Regional Director Vince Echeverria is active in engaging our Politicians and those who hope to gain our support. Vince's team organized a Candidates night which was a town hall format with food and an opportunity for the members to ask questions. Seen here with Sacramento City Council Candidate Rob Kerth (Left), on the day of the primary. Precinct walks for Kerth to Union Members ultimately made the difference and he advanced by the slightest margin. Dr. Ami Bera for Congress, District 7; Pam Tobin for Placer County Supervisor, District 4; Reginald Bronner for Assembly, District 6; Preet Diddal for Sutter County Board of Supervisors, District 4. (Below Left to Right) Astronaut Jose Hernandez running for Congress in the 10th District learns about High Performance/High Value from Vince before getting his DC16 hardhat (Bottom Right)



Neil Struthers, CEO of the Santa Clara San Benito County Building Trades, is running for President of the California State Building & Construction Trades Council. Neil is a member of District Council 16 Local 1621 and is a Glazier. He has been instrumental in helping negotiate Project Labor Agreements like the one on the new 49ers Stadium and many others.

Retiree Profile: Gary Martin Local 12



Gary Martin started his Floor Covering Career with Abbey Carpets in 1963 and worked for 30 years in the field before becoming a Business Representative for 7 years. Gary was the last President of Local 1235, and the first President of Local 12. Gary worked on the San Francisco Opera House hand sewing the carpet, and also changed the artificial turf at Candlestick Park from Baseball to Football before Candlestick went back to natural grass. Changing the turf at "The Stick" only took him and another guy a few hours.

Gary has been restoring this 1948 Dodge panel truck for about 7 years. He took first place at a Mopar event in the 100% Stock category. The panel truck was towed out of a field in poor shape and the floor boards were mostly rotted out. It was the home of a stray cat who seems very proud of the restored panel truck as well.

Gary has been married to wife LaVonne for 27 years. They have 5 children; Michael, Sean, Marc, Marnie and Cathy.



Director of Communications

*High Performance
High Value*



*The Members
come first*



Voter Registration:

Our District Council 16 voter registration VAC is in full swing. We have registered many over the counter at the Locals and using the LAN (Labor Action Network) from the AFL-CIO, we are able to identify members who *MAY* not be registered to vote. I say *MAY* because any database is only as good as the information that is put into it. We have then been phone banking the membership to verify if they are in fact registered to vote. All of the volunteers are reminded that there are reasons why someone may not be eligible to vote and we are not asking any questions, simply trying to register as many members and eligible family members as possible. Some will use our website to register and others we have checked off to mail them a registration form. In the month of July we plan to mail out all the requested registration forms and follow up on anyone who did not answer the first couple of times. We also plan to visit the training center to register the apprentices within the limits of the law.

You Never Know!

I am constantly surprised by new and different inquiries that come in from the DC16 Website. You see, all of the people who click, "Contact Us" and write a question or comment, that communication comes directly to me, any time of the day or night. By far the most common are inquiries about how to get involved with our Union and receive the area standard wages and benefits that we all enjoy. But every once in a while I get one out of left field. For example late one night I got an inquiry from a Sheriff out of Downieville in Sierra County. He asked, "Are you guys the Brotherhood of Painters, Decorators and Paperhangers of America?" I answered him right back that we are, but the name has been changed etc. He said that he had some property that belongs to one of our members and would like to try and get it back to them.

I gave him my number and he called and explained that he was cleaning out the evidence vault and came across a dues receipt book from a member of Glaziers Local 718 from the early 1950's and it also had some antique postcards and a letter in it from 1901. There was no record of how or why Nathaniel Hackenberg was in Downieville, or how his dues book ended up there. Deputy Boyd offered to send it to me for historical significance

and in the event we may be able to get it back to its rightful owner. I received the book and requested an archived file from Local 718 on Mr. Hackenberg and here is what I found.

Nathaniel Hackenberg

Born April 22, 1897. Applied for membership on June 21, 1937, at the age of 40 and paid a \$100.00 initiation fee. Was cut twice, once in 1941, and again in 1951 severing his ulnar nerve and artery in his arm disabling him for about 2 months. The last entries in the dues book were from 1955 and would make him close to 60 years old at that time. He retired due to medical reasons (Parkinsons) in 1973 at the age of 76. Nathaniel Hackenberg died on February 16, 1980 at the age of 83. His beneficiary, a son with the same name, received two checks, one from the Western Conference of Glaziers Architectural Metal and Glassworkers and one from the IBPAT.

Now that this story is published, I will be packing up this property and file and taking it back to Local 718. I hope that someone reading this remembers Brother Hackenberg.

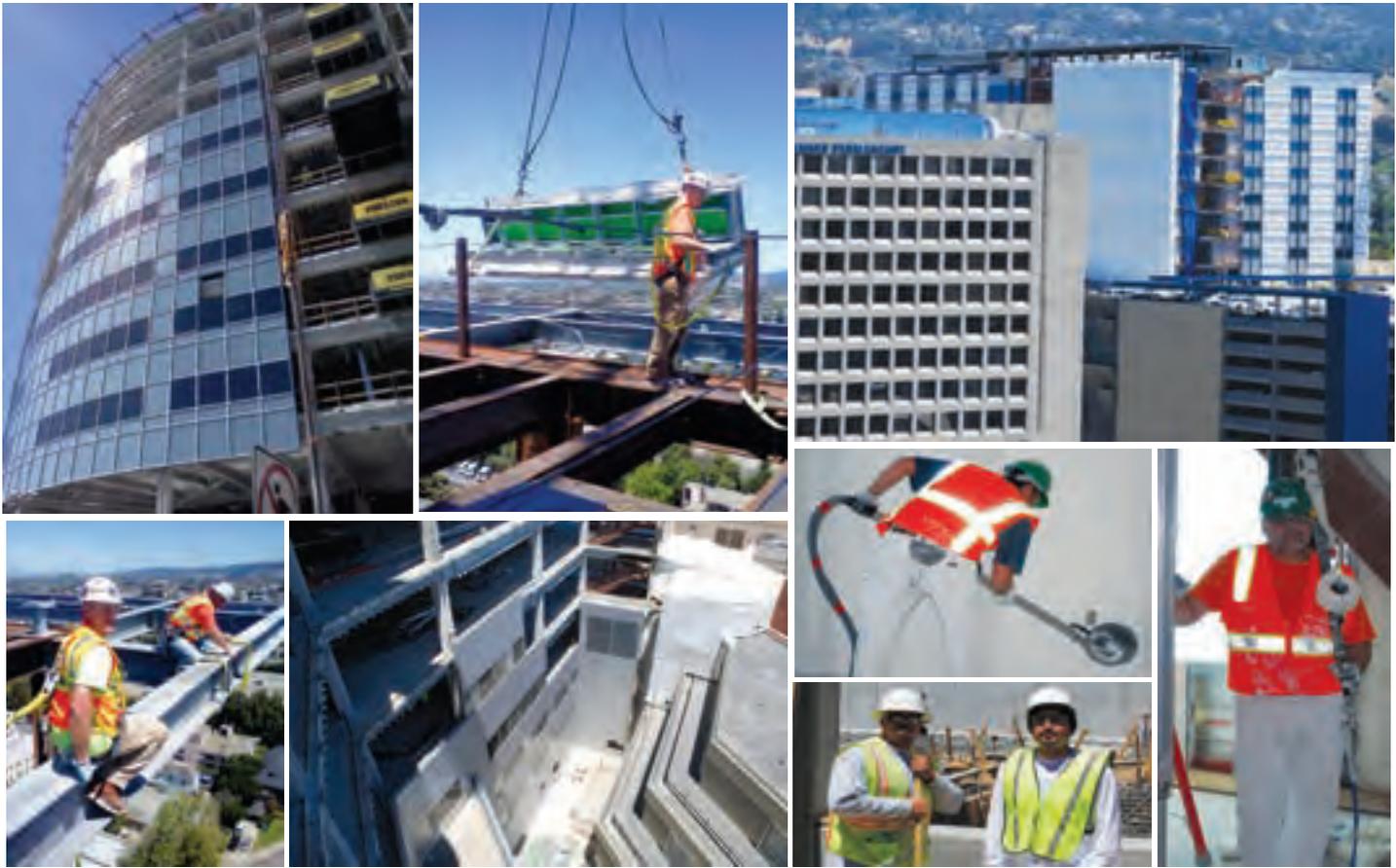
I wonder what unusual inquiry may come next from the DC16 website. *You Never Know!*

Mike West
Director of Communications
District Council 16

San Francisco Madrone - City College/China Town - Baker Beach Apts.



East Bay-Alta Bates Hospital - Kaiser Oakland

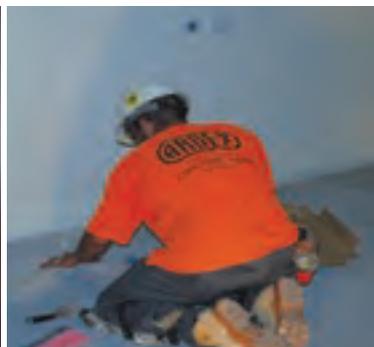
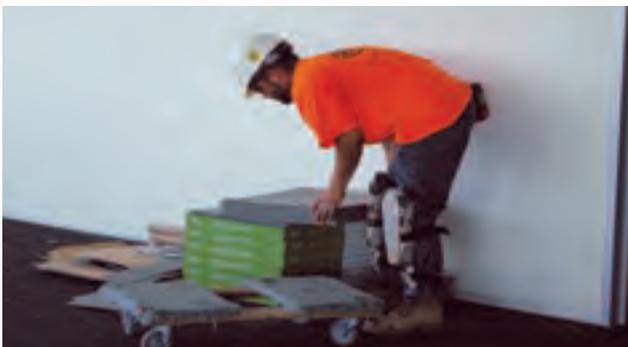


South Bay- Convention Center Parking



Job Profiles Juniper Networks-Sunnyvale

Juniper Networks, a leading provider of next-generation IP infrastructure systems, is building its new corporate headquarters in Sunnyvale. Currently under construction is a pair of 8-story buildings with more than 600,000 square feet next to its existing Sunnyvale campus which has nearly 1 million square feet. This will allow Juniper Networks to consolidate all Bay Area operations into one location. All of our crafts are good on this project.



The Davis-Bacon Act was passed in 1931 to protect local labor markets from unscrupulous contractors who wanted to flood local communities with imported low wage and unskilled workers and undercut the wages of local workers and the local economies in which they resided.

In 1931 the National unemployment rate was hovering around 16 ½ percent and the government was already involved in heavy construction projects such as dams and construction of government buildings. Just two years after the stock market crash of 1929, Legislators sought to protect local communities and the construction workers who lived there.

In reaction to a situation where a contractor brought thousands of unskilled workers from Alabama to New York to work on a public works project, Republican Congressman Robert Bacon of New York and Republican Senator James Davis of Pennsylvania felt that the construction industry needed some market stability and pushed for the passage of the bill.

Congressman Bacon is quoted as saying that workers were “herded onto this job, housed in shacks, and were paid a very low wage, and it seems to me that the Federal Government should not engage in construction work in any state and undermine the labor conditions and the labor wages paid in that state.” Senator Davis said, “The least the Federal Government can do is comply with the local standards of wages and Labor prevailing in the locality where the building construction is to take place.” Beyond that, the legislative history of Davis-Bacon

reflects a clear desire by Congress to reserve jobs on federal projects for local workers. Not only did local workers complain about non-locals taking these jobs, but Congressmen were frustrated that their efforts to bring “pork barrel” projects home to their districts did not result in jobs (and therefore political support) from their constituents. The bill was signed into law on March 3, 1931 by Republican President Herbert Hoover.

Those arguments held true in 1931 and they still hold true today, over eighty years later. The Act has survived through many Administrations and Congresses simply because it has always made good economic sense to create a level playing field when it comes to utilizing tax dollars for public construction. There have always been claims that the Act adds to the cost of construction as much as 30 percent. But when that claim is seriously challenged, opponents of the law are forced to drop those figures to around 5 to 7 percent. Then when things such as, material, and productivity are factored into the equation it levels out to no increase what so ever. Although 85 percent of the wage determinations throughout the United States are “Open Shop” decisions and not connected to any collective bargaining agreement, opponents of the act like the Business

Roundtable for example would still claim it is an unfair Union law. The Act, however has been invaluable to the maintenance of the middle class and for increased wages and better working conditions considering our dangerous professions as construction workers.

The GOP has long been trying to repeal the Davis-Bacon act on the grounds that the regulations are outdated, expensive and bureaucratic. In 1993 Representative Cliff Stearns and later Republican Sue Wilkins Myrick tried to repeal it outright in the budget battles of 1995. Weakening it was part of the Republican Party platform in 1996 and 2000. In 1999 Ron Paul attempted to repeal it, and in 2004, Representative Marilyn Musgrave tried again. The latest effort by the GOP was put forth on January 20, 2011 as part of their over-all budget cuts over the next 10 years. We will certainly have to keep fighting to keep the Act, and maintain our middle-class existence.

Mike West

Resources: Prevailing Times, Davis-Bacon Makes Good Economic Sense By Rocco Davis; The Lexicon of Labor By R. Emmett Murray; Google-Wikipedia-Davis-Bacon.

Supreme Court Says Employers Must Provide Meal and Rest Breaks

By David Rosenfeld

The California Supreme Court issued its long awaited decision in the Brinker case in April. It contains many statements that affirm the rights of California workers to meal and rest breaks.

For all meal and rest periods mandated by law:

Employers must relieve employees of all duty, relinquish control over their activities, and permit them a reasonable opportunity to take uninterrupted 30-minute meal periods and 10-minute rest breaks.

Employers cannot use coercion, incentives, or any other tactic to encourage employees to skip their legally protected breaks.

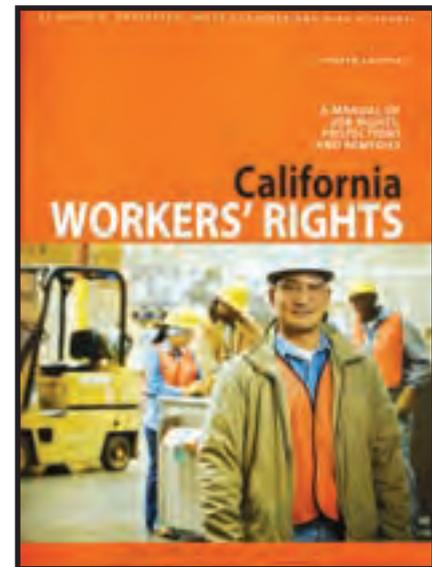
Although an employer is not obligated to police meal breaks, an employer cannot pressure employees to perform their duties in ways that omit breaks or lunch. For example it cannot schedule construction workers on a project that interferes with taking breaks or meal periods.

Employees are entitled to 10 minutes rest for shifts from three and one-half to six hours in length, 20 minutes for shifts of more than six hours up to 10 hours, 30 minutes for shifts of more than 10 hours up to 14 hours, and so on.

Employees are entitled to meal periods in which they are outside the control of the employer and free to engage in personal activities of their own choice.

Workers are entitled to one 30 minute meal period during the first 8 hours of work and a second one after 10 hours which may be waived under some circumstances if the first one was actually taken.

Unionized workers on construction projects have additional rights which are governed by their collective bargaining agreements which may modify some of these provisions. Ask your Business Representative if there is an issue about breaks or meal periods.



Written by David A. Rosenfeld, Miles E. Locker and Nina G. Fendel, California Workers' Rights provides a basic overview of the legal protections for workers under California and federal law, written in understandable language, designed for use by workers and those who represent them.

Published by the UC Berkeley Center for Labor Research and Education, this useful manual covers subjects such as; Exercising your Rights; Wages and Hours; Safety, Health, and Sanitation; The Right to Organize; Benefits; Discrimination; Personnel Files and Health Records; Investigations and Police Records, among others.

Visit their website:
laborcenter.berkeley.edu

Greetings Brothers & Sisters,

The Supervisor Certification Training Classes will begin in July and will continue to be given in different locations in Northern California. Those classes will be part of the STAR Program and will count towards participation in our yearly STAR Awards Ceremony. I have heard complaints from some members about the STAR Program but most of the time it originates with the members that don't take the training or very seldom engage in it. A few Saturdays of your time to build your skill set is a small price to pay in order to successfully compete in our Industry. I learned a long time ago that the knowledge you acquire through theory and practice stays with you even if

you get laid-off and you get to take that knowledge with you to the next employer. I had one of my members drive to Fresno for a STAR Class because he needed the class and the next one here in the Bay was a few months away, to me that is a prime example of someone that understands the importance of training and what it will mean to him and his family in terms of future job opportunities.

The primaries are over but a few months away are the November elections. I have been trying to mobilize people to do phone banking and precinct walks and quite honestly I am disappointed. The reason we engage politically is to increase the members work opportunities by helping to elect labor allies

to City and State offices in order to promote Project Labor Agreements, maintain Prevailing Wage Laws and to make sure that there is available funding to enforce those ordinances and laws with compliance officers. So when you show up to phone bank and precinct walking you are helping yourself and your fellow members. Apathy is not something we can afford any longer, because of apathy, arrogance, bad attitudes etc. we lost market share and we have to be engaged and proactive to maintain what's left and increase it in the future. **WORK SAFE.**

Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3

Greetings Brothers and Sisters,

As I am writing this, work is picking up significantly. We are signing up new members, re-signing former members, and more importantly, dispatching to jobsites. That doesn't mean we're out of the woods yet, but it is looking significantly better. Remember, if you are out of work, call in to the San Jose office and put your name on the out of work list.

It has long been recognized that really good mechanics become leadmen, foremen, or supervisors with little or no formal training whatsoever. That is not a recipe for success. With that in mind, District Council 16 has developed a Supervisor Certification

Training that will commence in July of this year. A word to the wise, if you have been identified by your shop as a leadman, foreman, or supervisor, log on to the STAR website (www.dc16star.org) to find a list of classes that works for you to attend and satisfactorily complete this mandatory and necessary certification program. Do not wait until the last couple of months to take this training! Class sizes are limited to twenty students on a first come, first served basis.

In closing this article, I would be remiss to not mention that a huge political process is upon us. By now it should be clear that there are forces out there that are dedicated to the destruction of Unions and any other form

of workplace representation. We can't allow this to further erode and destroy us. Corporate money is determined to render us to the dust bin of history. Get yourselves registered to vote, and participate in the process! It is not enough to simply vote, we need phone bankers, precinct walkers, and volunteers of any nature to get politicians elected that will stand up to corporate money and push an agenda to strengthen the middle class and working class people that has been eroding for the last thirty years. Let's make politicians fear the people again, not corporate money.

Gene Hopkins
Local Union 12
District Council 16

Local Union News

Local 83

Brothers and Sisters of Local 83, This year is going by quick so don't wait to get your training and updating as soon as you can. The STAR schedule has many of the classes you need to stay up to date. I cannot express to you enough how important it is to be certified and up to date on all safety training and skills. We also need to have you informed of what your Union is doing, stay informed and up to date by attending the Local 83 meetings on the second Thursday of each month 6:00 pm at 1130 Industrial Drive, Petaluma.

This is a make or break election year. It is so important for all of us to vote and support the candidates that have the working families best interest

at the core of what they believe. We cannot stand by and let some anti-union candidate for President tell his non-union supporters that he will get rid of PLA's get rid of Davis Bacon and make this a right to work country. Get out and Vote, vote your pocket book, vote to protect your investment in your craft. Have your family and friends vote to protect our livelihood and our way of life. We are supporting President Obama for re-election. We are also supporting Jarred Huffman and Mike Thompson for Congress also for Michael Allen for re-election in the State Assembly. If you or your family members need to register to vote and have not done so contact us at the Local and we will help get you registered.

Thanks to all the VAC members who get out and put your feet on the street to get our Labor candidates elected. We need you to become involved, as one of the VAC volunteer's to help. You can get VAC information on the District Council website www.dc16iupat.org or call the Local. We need your help in phone banking, precinct walking and fund raising for our Labor Candidates.

Work safe, you are the best of the best; always treat each other with dignity and respect!

Les Proteau
Regional Director
District Council 16
Local 83

Local 169

Hello Brothers and Sisters, We have a serious problem to work out. Member apathy. I know we have had a difficult few years now in regards to steady work for everyone. Whenever we meet, at union meetings, at the hall or even socially, this is a major topic of conversation and consideration. One of the main things we can do is to reach out to government agencies and public officials to help us protect more of our work from the non-union sector.

As your Business Rep, I actively participate in developing project labor agreements with various government bodies that guarantee work for Union members. Each of these agreements takes a great deal

of time to negotiate and when they are finalized they need a showing of local member support at public meetings to make the elected officials realize they are following the will of the people that elected them. I have spent hours on the phone recruiting members to attend these meetings only to have 1 or 2 agree to show up. I have also spent hours on the phone recruiting members to spend a few hours supporting a labor friendly candidate with even less success.

I am not the Union; We are the Union. I have no strength or muscle beyond what support we can demonstrate in terms of how many people we can mobilize. It is YOU, the member reading this right now, in

solidarity with the rest of us that create Union strength and bargaining power. Without that strength of solidarity around common goals, the Union will die. If that's not important to you, then you haven't seen the wages and working conditions I have witnessed at the non-union glazing shops. Believe me, you don't want to see it first-hand.

STEP UP & PITCH IN. CALL THE HALL & ASK WHAT YOU CAN DO!

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

Joe Upchurch
Business Representative
District Council 16
Local 169

Hello Again Brothers of Local 272,

In the past issues of *The Pride* I mentioned training. Well here it is. On September 24th and 25th as well as again on September 27th and 28th we will be having Confined Space Worker training at the apprenticeship office in San Leandro. These are 16 hour classes and limited to 24 people per class. We will be having an out of area contractor working here at that time and will need Local Painters with at least this certification to fulfill his obligations to the contract.

We now have dates for Supervisor Certification Training. This is mandatory for all superintendents and foremen. These classes are also limited in

size to 20 members. They will be held twice in the Monterey Bay Area. The first 8 hour course will be held on October 27, 2012 at the IBEW hall in Castroville. The second will be on February 23, 2013. Please call me to register for either of the above mentioned classes.

The work outlook is picking up. Some of our shops that have scaled back over the past year due to the economy and lack of work are finally starting to hire people back. I am having members of both crafts starting to go to work and hopefully there will be some carryover this year and you guys can stay working steadily.

A first has happened for Union members in the Santa Cruz

area in May, in fact as a first it happened two times for us! The Monterey / Santa Cruz Building and Construction Trades Council have negotiated a Project Labor Agreement (PLA) with Barry Swenson Builder on the new Sheriffs building to be located in Live Oak and also with next phase of work with the Santa Cruz Metro District. At this time the Building Trades Council is also working with other entities in the Monterey County area to achieve the same goals, putting our skilled union members to WORK!

Faternally,

John Papa
District Council 16
Service Representative
IUPAT Local Union 272

Dear Members,

I would like to talk about an initiative that will be on the November ballot called the paycheck protection act. Every election cycle someone in corporate America figures out some way to attack the middle class. This time it's a large group of corporations; Koch Industries, Exxon Mobil, Wal-Mart and Kraft just to name a few. The language in the initiative states that Unions or Corporations may not deduct any monies from payroll checks in order to donate it to political interests. After reading that one might say "well that seems fair" NOT!!! Corporations do not deduct monies from payroll checks now. They give whatever they want out of their massive

profits and pass the costs on to the consumer. So every time you pump some fuel or buy some cheese you may be supporting someone that wants to lower your wages. If this bill passes we will not be able to contribute effectively to the politicians who fight for our right to organize, secure project labor agreements, or when it boils right down to it collectively bargain, and do not think for one minute that that is not their ultimate goal! They like to call us big money Unions yet just recently in the state of Wisconsin they out spent Unions 7 to 1. In doing so they were able to Maintain Scott Walker as their Governor. He has already introduced law that would make it illegal to collectively bargain in the state of Wisconsin.

In the June 12, 2012 edition of the Fresno Bee it was reported that a family's net worth has fallen 39% since 2007, during that time Union membership has fallen as well. As membership declines so does the middle class. So to me it's really pretty simple no bargaining equals no middle class. So please when called upon, be proactive to defeat this Initiative!! It's about way more than just a political contribution. It's about our way of Life!

In unity,

Jeffery B Roberts
Business Representative
District Council 16
Local Union 294
IUPAT

Local Union News

Local 376

To the Members of Local Union 376,

Greetings and let me take this opportunity to inform you that the Annual 376, 741 Joint Picnic is in the works. The date is October 6, 2012 and will be held at a new location in Rio Vista. More information will be forthcoming, along with plenty of time to R.S.V.P.

The Membership Appreciation Fund granted their first award. Anyone who may be in need and qualifies, can request an application and set of rules by calling the Local Union and one will be mailed to you.

On another note: Recently I was speaking to a member and asked if the contractor he was working for was paying him correctly. He

told me yes and that everything was great. Months later, he discovers that he has no medical coverage and brings his check stubs to my attention. Not only was the pay scale wrong, all his trust remittance for all his funds, was being remitted to the wrong Trust Funds. Had he brought it to my attention earlier it most likely could have been resolved by a couple of phone calls. The problem was readily apparent on the first pay stub inspection. He did do the most important part and saved all his check stubs and his medical coverage could be easily restored. The pay issues will have to be resolved through the grievance process.

A new, very important class is being offered thru the STAR Program. Supervisor

Certification Training, as prescribed in the Painters and Drywall Finishers Master Agreement. It pertains to Supervisors and Foremen and is required. This training is being offered throughout District Council 16 in geographic areas throughout Northern California. Dates, times and locations can be found on the STAR website (www.dc16star.org). You can also contact your Local Union for this training.

Good News, the work picture is up, so please stay in contact.

Respectfully,

Haden Blaylock
Regional Director DC16
Local Union 376

Local 487

Greetings Brothers and Sisters,

We have scheduled dates for Supervisor Training in Sacramento and they are now available on the STAR website (www.dc16star.org) If you are a Drywall Finishing or Painting Foreman you are required to attend and satisfactorily complete at least 16 hours of STAR Program Training annually of which at least 8 hours shall be Supervisor Certification Training. We will be conducting the training classes at District Council 16's Headquarters in Sacramento on various Saturdays throughout the rest of 2012 and into 2013, lunch will be provided. Remember that any Foreman who fails to attend and satisfactorily

complete their annual 16 hours of STAR Program Training shall no longer be eligible to act as Foreman until such time as he or she completes the required training. My suggestion would be that you get proactive about your Collective Bargaining Agreement requirements and get yourself registered right away. In addition we are in the process of developing curriculum with trade specific focus such as the use of the Graco Mark 5 for applying a Level 5 Drywall Finish which has been developed and submitted by Local 487 Journeyman Drywall Finisher Gary Whittaker. If you have an idea or think there is an area of trade specific tools, equipment, material and or application techniques which can be developed into an 8 hour

training class, you may submit it to the STAR Program Director for consideration. If approved you could become the instructor of your own class. We need member involvement in this endeavor after all you are the industry experts.

Recently some members who have been out of work for quite some time have returned to work, a well needed positive sign that work is picking up some. If you are out of work make sure you keep your place on the Out of Work List by calling the Union Office on the first working day of every month.

Steven L. Caster
Business Representative
District Council 16
Local Union 487

Members of Local 507,

Last year Local 507 was the V.A.C. local of the year. What are you doing to get involved and help us stay the most active? With the summer here and the political season approaching, there is always too much to do and not enough participants to make a positive statement at these activities. You can check the VAC calendar at (www.dc16iupat.org) for future events or contact Jose Espinosa at 408-794-8826. Se Habla Español. If you have qualified, the STAR event will be on September 8, 2012 at the Pleasanton Fairgrounds. If you have not qualified for STAR, the new year is running from July 1, 2012 through June 30, 2013. Starting this June, all

superintendents and foremen are now required to attend and satisfactorily complete 16 hours of STAR training of which 8 must be Supervisor Certification Training. These classes will fill up quickly and are limited to 20 participants per class. Schedule your class early, before the end of the year to insure your spot. The new STAR schedule of classes is available at the office. Get involved in YOUR UNION!

Work is starting to pick up. Summer slam has begun. Get out, look for that prospect, and keep your name on the Out of Work List. Many projects now are requiring certifications and some sort of drug and alcohol testing post hire. Let's all take advantage of this bright future and get prepared for those large

high profile projects. Get TRAINED!

Keep checking your mail because Local 507 is planning, if it is financially prudent, to have another summer picnic possibly in the month of September. We are hoping to have one similar to last year. Local 507 members in good standing would not want to miss the good old time family picnic.

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

Dear Brothers and Sisters of Local 567,

Compared to 2010 and 2011, this year has seen a great start. Work referrals have been about double and work hours have begun to go up greatly. Our out-of-work lists are dwindling quickly. In fact we have no floor coverers on the out-of-work list at this time. With all of the school revitalization work this summer and the remodel at the Grand Sierra Resort continuing this fall; it looks to be a much better year for our members.

By now you have all seen the reoccurring political commercials. Why is that? The simple answer is most of us live in Washoe County. Washoe County is a battle ground county

in a battle ground state. That makes us very important to the candidates in these two critical races.

Your union has been contacted by several important Political Directors in the last month. Artie Blanco of the AFL-CIO met with me and shared the preliminary plan for our state. The AFL-CIO is planning on putting many more assets into Nevada than ever before. It will be, without a doubt, an exciting time to be part of the Labor Movement in northern Nevada. Catherine Landers, Political Director for Shelley Berkley for Senate, contacted me and asked to meet. During our meeting she asked what Shelley Berkley needed to do for our members. I told her it was all about jobs and that we

were sick of Senator Dean Heller voting against every Jobs Bill advanced by President Obama and Senator Reid. Katherine Archuleta, National Political Director for Organizing for America (OFA), also reached out to meet with me. She asked what President Obama needed to do to win Washoe County again this year. I again repeated that our members just want jobs.

What's my point? Champions of working families need our help now more than ever and are not afraid to ask for it. We need to not be afraid to give it or we will all lose.

Fraternally,
Todd Koch
Regional Director DC-16
Local 567

Local Union News

Local 718

Hello All,

By the time you read this, the year will be half over! Where does the time go? I know many members are still waiting for the work to break and that chance to get back on the job. I understand the frustration of being unemployed, but I always kept trying and continued to think that I just needed a chance. The game has changed. Before, most times when you knew someone on the crew or a former partner you had an in. Now it's that plus "certifications". A good amount of the work upcoming is going to be unitized panels and we will need Glaziers that have the Rigging and Hoisting certification. I've written about the STAR Program in past

articles and feel I'm sounding like a broken record, but the fact is all of the classes that are offered will give you a better skill set and hopefully a better chance of getting a job. We all still need to give 8 for 8 and collect the certification cards while also being safe. As the work rules and regulations change so will the classes. The bottom line is these things are going to keep changing and so will we.

The political season is under way and I would just like to remind everyone that being a registered voter is one way of making a change. I'm not going to get on a soapbox about politics, because I believe that everyone is given the choice to make their own decision. I will just say

this "If you don't vote you can't complain".

Congratulations to anyone that had a child graduate from school. This is a big accomplishment and they should enjoy this time because for some the real world will be coming soon.

I hope everyone enjoys their summer and spends some time doing what you enjoy.

Work Safe

Mark Shelley
Business Representative
District Council 16
Local 718

Local 741

Greetings Brothers & Sisters,

Work opportunities have improved dramatically over the last several months, we have been fortunate to dispatch numerous members to Northern & Southern California signatory contractors performing work within DC16 territories.

DC16, our signatory partners & the Finishing Trades Institute (FTI) are teaming-up to provide C.A.S. training "Coating Application Specialist." Also, classes related to confined space, aerial/scissor/boom lifts, CPR and more. Director of Training Alex Beltran is developing and scheduling classes for 2012 that will meet certification standards for our Union members. Please take advantage of these excellent

training programs, instructed by Brothers Chris Fallon and Prince Lewis. Their expertise will only increase your job opportunities and improve our Union market share through certification training.

In May, Local 741 hired a new Administrative Assistant, Silvana Gaglioti, who looks forward to working with Local Officers, the membership, and as a member of the DC16 team.

Local 376 & Local 741 have teamed-up for this year's Picnic scheduled for Saturday, October 6, at Black Welder in Rio Vista. An RSVP mailer will be sent to all members in good standing.

During the month of July we will be sending all active (regular)

members in good standing notice that applications will be accepted for Local 741 Business Representative, including a job description. If you're interested in applying, please do so by July 31, 2012. Interviews will be done throughout August, with a targeted start date of September.

If you're not registered to vote, stop by the Local Union 741 office to register. We need your vote for candidates that support our working family values. See you at the Union meetings, 2nd Tuesday at 6:00pm

Fraternally,

Patrick Lane
Business Representative
District Council 16
Local Union 741

Brothers and Sisters,

It is hard to believe that we are already in July and that this year is already half done. Please remember to take care of yourself in this hot weather. I would like to stress to you teamwork. In your day to day work take care of your fellow Brothers and Sisters. In the last couple months we have had a lot of stress related medical conditions, if you are in one of these stressful situations please find a healthy outlet to release these stresses.

It is starting to get busy and it is great to see members getting dispatched to various jobsites. Right now Local 767 has 11 guys on the Out of Work list with new dispatches going out daily. If

you are out of work remember to call on the first of the month to maintain your spot and call as soon as you become unemployed to get on the list.

One thing that I've noticed is that a lot of our work is shifting south. Al-Cal has the Stockton Medical Facility and two projects at UC Merced. Nor-Cal Glass is at Modesto JC and Ranker AMG is at the new SMUD project. Royal Glass has started to man up at Mercy Heart.

Last month I received a lot of calls about STAR classes. If you wait until the last month to get your 16 hours of training don't be surprised to see the classes full. I am very excited for the start of the first of many

scheduled classes of Supervisor Certification Training. The class schedule should be up on the STAR website next month. Please take advantage of these classes because certifications are so important (rigging, hoisting, scaffold, welding and first-aid/CPR to name a few).

Local 767's Meeting is on the second Tuesday of the month at 5:00pm.

Have a great summer and be safe.

John Tweedt
Business Representative
District Council 16
Local 767

Greetings to all Local Union 913/ DC 16 members,

It's hard to believe that half of 2012 has passed. Although in recent months, Local Union 913 has seen an increase in membership enrollment, many of our core members are still struggling to secure employment. Despite the fact that this current trend is disheartening to many, I feel encouraged that the work picture will improve.

In past articles, I have shared, with you my thoughts on how to secure work and the motivation which drives employers to hire the right worker. Dedication and tenacity are very important attributes in securing employment. Visibility is critical. A telephone conversation can be

forgettable. However, person to person contact reflects your sincerest intent to find work. Yes, it has been many years since I was in the predicament of finding steady employment, although the need at that time to find work still resonates strongly in my mind. At this point, I'm not trying to sound like your mentor, but if you are a member, who is having difficulty in finding work, view this as a test of your will and fortitude.

Additionally, reflect on these points. Are you utilizing all your resources to find employment? Are you consistent in your search for employment? Is your attitude and demeanor a reflection of the type of worker an employer would be proud to hire? I hope you have, or if not,

will give special consideration to these ideas as you continue your prospective leads and opportunities. As always, I'm available to advise and assist you with your endeavors. If there is one message I would like for you to receive from me, it's this. *I will not be content until all members, who are willing and able, find work.* Your success for a fulfilling career in this trade is my sincerest hope for you.

The regular Union meeting is held on the first Wednesday of each month at 6:00 pm. You are strongly encouraged to attend.

James Ruigomez
DC 16 Business Representative
Local Union 913

Local Union News

Local 1176

To Local 1176 Members,

For the Parking and Highway workers, negotiations started at the end of June. Proposals have been given to me by the members, and Health Care hours will be a big issue during negotiations. Another item that was brought up was increasing the overnight stays and per diem. I will keep you informed about the ongoing negotiations.

For the BAE members, the grievances that were filed last year over subcontracting another craft doing Painters work, overtime issues, and the Ed Tadeffa termination are all still being discussed and we have been actively trying to resolve these grievances. It has come to my attention that employees

have been getting suspended for a first violation of some kind. The policy is that you have progressive steps that need to be taken before you get suspended. The company has been notified that they need to follow this policy. If this occurs to you please notify the Shop Steward, or call me to file a grievance.

To the San Francisco Housing workers, the grievance that was filed over Force Account doing maintenance work while maintenance workers were being laid-off has been resolved. The resolution to the settlement is that the laid-off workers were returned to work with full seniority and that Force Account has merged into the Maintenance CBA, but will still get the Master Agreement wages.

Force Account workers will receive seniority starting right at the bottom of the seniority list. I want to thank Lamar and Anthony for helping me resolve this grievance. I will be setting a meeting next month to get proposals for the upcoming negotiations.

I would like to remind Kelly Moore members that we will be meeting next month on your proposal for the upcoming contract negotiations.

I wish all members from Local 1176 a safe and happy summer.

Jose Santana
Business Representative
District Council 16
Local 1176

Local 1237

Dear Members,

Preparation: Webster's Dictionary definition of the word; The act or process of preparing; the condition of being prepared; readiness; something done to prepare. Are you prepared and qualified to work in the constantly changing construction industry? There are many opportunities available for you to prepare yourself when those employment opportunities present themselves. Recently I contacted members on the Out of Work List for employment and they were unable to be dispatched because they lacked qualifications. If you're not sure on how to inquire of the training give us a call and we will assist you in preparing for your future. The Supervisors Certification

Training dates and locations are posted on the STAR website; please don't wait until the last minute to complete the program.

The Sacramento training facility has moved to 865 #7 Stillwater Road, West Sacramento; phone number (916) 373-1310 Fax (916) 373-1346.

Are you prepared to accept a lower wage and reduced benefits? This can very well happen if we don't elect the politicians that will fight for the working class. Some of these politicians are ready to eliminate prevailing wage, eight hour work day, overtime pay as well as Project Labor Agreements. If you're prepared to accept these types of working conditions then do nothing, if you are not and

want to help prepare for the future get involved.

A reminder if you have been off, you are responsible for your window dues whether you're on automatic payment of dues deduction or you pay on your own. Our Local Union Bylaws has a provision to assist dues payments if you qualify.

You will receive notification on the Local Union Picnic, date, location and time will be provided. You will be asked to RSVP for your immediate family should you want to participate in the festivities.

Vince Echeverria
Regional Director
District Council 16
Local Union 1237

Local Union News

Local 1621

Member Photos

Dear Members,

**WORK! WORK! WORK!
TRAINING! TRAINING!
TRAINING!**

Now that I have your attention, I want to share with you some good news. We have a lot of work coming up. The 49er stadium in Santa Clara and the new Apple Computer Campus in Cupertino are two of the major jobs on hand for us. That being said, the qualifications to work on such projects will require **CERTIFICATIONS**.

The good news is that many classes are now available through our DC16 STAR Program to get you ahead of the game. We have also updated information on our website for

June and July classes that are forming right now. Go to www.iupatlocal1621.org under the Announcement section for more details.

I want to stress the importance of taking advantage of the tools we have available to help you succeed and gain employment. Giving up a few Saturdays for training that will enhance your career and keep you employed are well worth it.

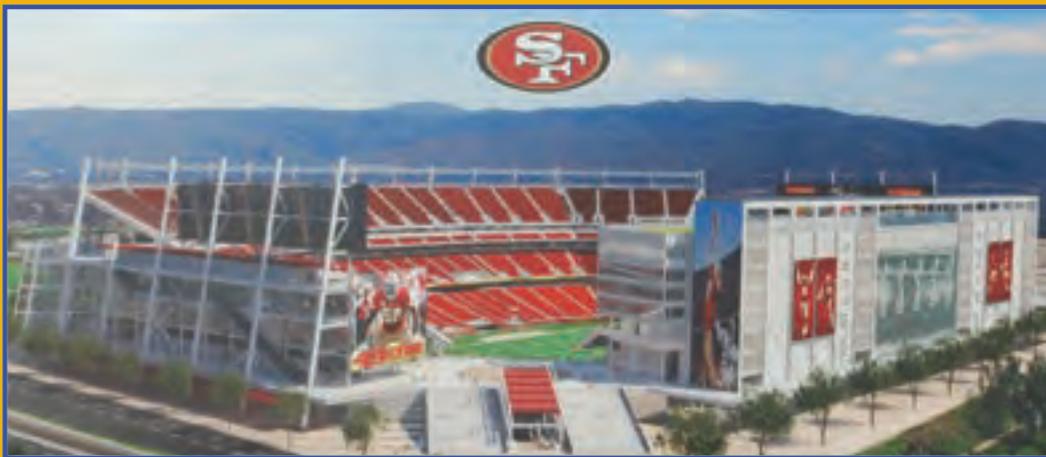
The Supervisor Certification Training classes will be coming up in July. All Foremen and Leadmen are **REQUIRED** to take this training. You **MUST** complete this training in order to work as a Foreman or Leadman. More information on the classes will be on the STAR website.

Anyone that has any questions or would like more information about our upcoming projects and training may call me.

We have seen a noticeable increase in the number of people who are attending the Local Union Meetings. This is the best place to get informed, ask questions and get answers. The meetings are on the third Tuesday of the month at 6:30 pm. I hope to see you there.

Fraternally,

Steve Huckaby
Business Representative
District Council 16
Local 1621



Above: The new 49ers Stadium in Santa Clara



Right: The New Apple campus in Cupertino

These two jobs are hundreds of thousands of man hours for our members.

Editors Notes:

I would like to recognize that more people are contributing with content, ideas, articles and photos for The Pride Magazine than ever before. If you have an idea for an article, a photo, or you would like to see a profiled Job or Contractor, you can reach me through the website under Contact Us, and I will get back to you.

Mike West

Director of Communications

District Council 16

High Performance/High Value



District Council 16
2705 Constitution Drive
Livermore, CA 94551

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