



DC 16



The Pride

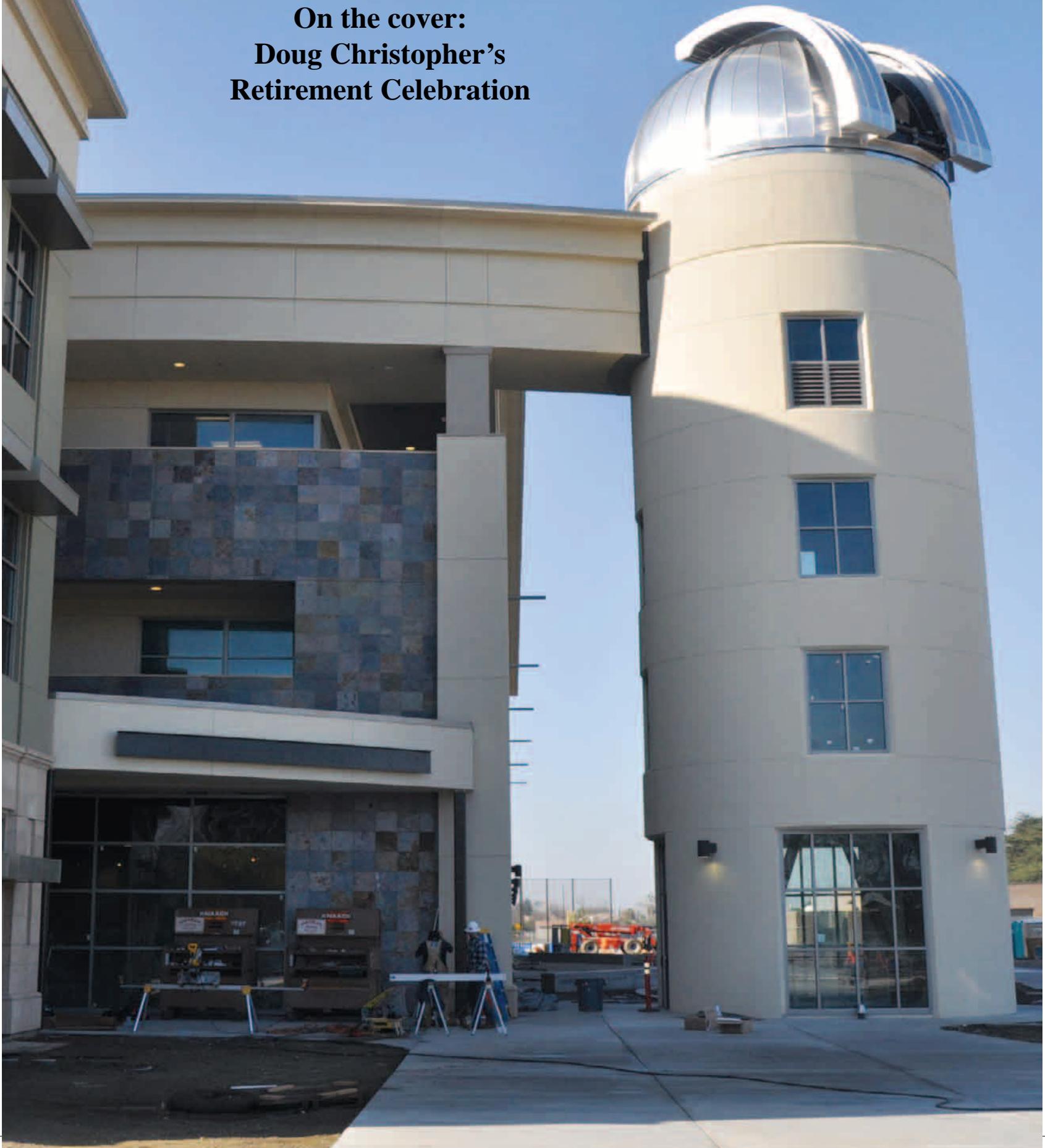
January-March 2013

The Home of High Performance / High Value Finishing Craft Workers



**Modesto Junior College
Community Service Center**

**On the cover:
Doug Christopher's
Retirement Celebration**



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High Value

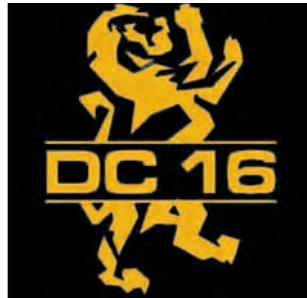
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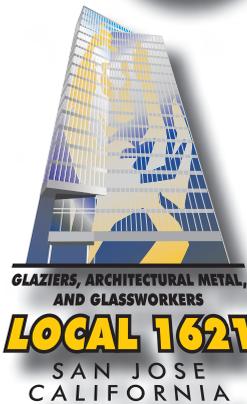
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DISTRICT COUNCIL 16
THE HOME OF
HIGH PERFORMANCE/
HIGH VALUE FINISHING
CRAFT WORKERS



HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



Chris Christophersen
*Business Manager/Secretary Treasurer
District Council 16*

It is with great pride and excitement that I write this article as your new Business Manager/Secretary-Treasurer. I would like to start by acknowledging my sincere gratitude to former Business Managers Gene Massey and Doug Christopher for their knowledge, vision and courage to build such a strong structure that is alive and well within the District Council 16 leadership and membership team. It is my mission and goal to keep that very structure performing at and

above the level that our members and contractors deserve. We all must continue to strive for new ideas, and to continue to keep pace with the ever changing innovations within our industries.

“It is my mission and goal to keep that very structure performing at and above the level that our members and contractors deserve.”

Just to give you a little history about myself, I am a proud member of 32 years of the IUPAT/ District Council 16 coming from my home Local Union 1176 Auto, Marine & Specialty Painters in Oakland, CA. I have served in almost every capacity imaginable from Local Union Trustee to President and then being hired by then Business Manager Gene Massey. I worked in the Organizing Department for over 2 years under the direction of Fred Inman, elected to serve as Business Representative/ Regional Director for 4 years at my home local and the East Bay Region. I was then asked to join the leadership team of Doug Christopher serving as Director of Communications, Director of Service and now proudly with your support serving as your Business Manager/Secretary-Treasurer.

As you may all could imagine the first couple of weeks have been exceptionally busy as I prepare to occupy the various positions that were vacated with the announcement of BM/ST Christopher’s retirement. This has included Pension, Health & Welfare, Apprenticeship, STARS, Building Trades and various other funds and appointments. Along with that it was necessary to fill the positions I had previously held with some of the leadership team here at the District Council taking into account to make sure that all of our crafts and regions were represented as equally as possible on these appointments.

I have already met with the Local Union 83 Executive Board and membership and have instructed the Administrative Assistant (Sonia) to mail the proper hiring procedures and the accompanying instructions to the membership of Local Union 83 in the hiring of a new Business Representative for Local Union 83, and hope to have that position filled by the end of February 2013. If you were not aware Business Representative Les Proteau has accepted the position of Director of Service here at District Council 16. Les formerly served as our Regional Director/Business Representative in the North Bay and brings a vast knowledge of contract compliance; Trust Fund experience and the specific skill sets that meet the requirements to lead the Service Department

forward and I look forward to continue working with him and his staff. The Service Department staff themselves continue to perform at the High Performance/High Value level and working with them over the last couple of years has been a true benefit for me personally and they do an outstanding job for this membership and Organization, their dedication is appreciated. They currently are working on and perfecting the Supervisor Certification Training Course II that will become available to all in July 2013. Our Organizing Department under the direction of John Sherak continues to perform and we anticipate adding to that staff as the economy and District Council 16 economics allow. The Organizing staff continues to outshine our counterparts and their relentless approach to delivering whatever it takes to protect our market deserves your attention and gratitude.

This year we will see the elections of Local Union Officers, Local Union Executive Board members, and Delegates to central bodies. Nominations for said positions will take place in the month of May 2013 with elections being held in the month of June 2013 with notices of said election being mailed to the membership at least 15 days prior to the meeting. I am hopeful in the continued support and participation of our members during this process, the future leadership of District Council 16 continues to originate from the leaders at our Local Union levels.

We will continue to pursue our goal in gathering best practices

and provide training for our Administrative Assistants to give them the tools needed to improve their skills to better serve our members. I would like to take this opportunity to thank all of our Administrative Assistants for the performance of their job duties and their continuous efforts to gain that High Performance/High Value culture we have set out to achieve. I just hope you as the members appreciate their hard work and dedication as much as I do.

“I truly believe in order for us to grow as an organization and to prosper as individuals we need to continue our alliance with our management partners and work with them on common goals that better our industry, market share and our families.”

Over the past years I have had the opportunity to meet and work with a lot of the members of District Council 16. You have my admiration and respect. I continually hear from other organizations, agencies and associations on how far we have come as a complete Finishing Craft Trade Union within the construction industry. I look forward to the advancement and growth of our members as they continue to be the example of leaders in training and education. Whether it is at STAR classes or Apprentice & Journeyman training courses you continue to strive to be the best. We can always get better, but if you were to take a look at where

our training program is today compared to years ago my hat goes off to all the training staff and instructors to continue to lead that program in the right direction.

I truly believe in order for us to grow as an organization and to prosper as individuals we need to continue our alliance with our management partners and work with them on common goals that better our industry, market share and our families.

We have never been better at getting out the message than we are right now under the direction of Mike West our Communications Director. Mike has taken his department to new heights and continues to grow each and every year and I look forward to working with Mike and our membership on their new ideas and ways to improve communication with our members.

Lastly I would like to congratulate Regional Director/Business Representative Haden Blaylock on his upcoming retirement. I started working with Haden back in 2002 and I want to thank him for sharing his knowledge and experience with me, it has unquestionably made me a better leader.

Fraternally Yours,

Chris Christophersen
Business Manager/Secretary-
Treasurer
District Council 16

Director of Service



Les Proteau

To the members of District Council 16, I would like to introduce myself. I am Les Proteau the new Director of Service. I was honored when asked by BM/ST Chris Christophersen to take the position and I will work hard to do the best job I can. I know that the job will be challenging but I also know that with the help of DC 16 Staff, Business Representatives and Organizers it will be a great learning and meaningful experience.

I come from the Painting trade and like my grandfather and father before me I made a good living for myself and my family. I have always kept an open mind and I learned early on that the one thing that is constant is change. I feel to be successful you need to educate yourself to deal with an ever changing environment. Now with the apprentice program and the STAR programs it is simply

a matter of signing up (www.dc16star.org) and attending the classes you need. I always believed that being informed is another key way to dealing with change.

“I feel to be successful you need to educate yourself to deal with an ever changing environment.”

A key to a successful career is to attend your Local Union meetings and get involved by asking questions and become part of the process that is available to you.

I have always wondered about members who use second and third hand information as truth when it's much easier to attend a Union meeting, ask the questions and get the correct answer.

Taking on my new position as Director of Service and vacating my old position as Regional Director/Business Representative of Local 83 is difficult. I have made many great relationships over the years and now moving to a different position in our

Council is like becoming a new apprentice. I know the West Bay team will support and help the next Regional Director to be successful and continue in the High Performance/High Value culture that is District Council 16.

As the Business Representative at Local 83, I want to thank all members for supporting not only me but also our District Council and its policies. I know who ever is hired to finish out the term will receive the same respect and support that I enjoyed.

Like all of you, I hope that retiring BM/ST Doug Christopher enjoys his well-earned retirement. Doug, like his predecessor Gene Massy, left the District Council in a better place to face the future.

I know that Business Manager/Secretary-Treasurer Christophersen has the skills and the capability to take this Council to the next level. I will be there to help and support him in any way I can.

So make sure you stay informed, trained and support your Union. Remember to work safe and treat each other with respect, you are the best of the best.

Fraternally,

Les Proteau
Director of Service
District Council 16

Director of Organizing



John Sherak

Happy New Year and congratulations to our new Business Manager Chris Christophersen. This department looks forward to working with Chris as he received his start in the Organizing Department.

In the beginning of every year the Organizing Department is required to submit an Organizing Plan which includes a budget and set of goals to the International Union of Painters and Allied Trades Organizing Department in Washington DC. We have submitted our plan and have been approved by the International. Our plan consists of a combination of Pressure campaigns and Business development campaigns depending on the target.

For the last few years our Marketing and Business Development Program has done extremely well and continues to increase our market share for our existing union contractors and build relationships between

“We achieved our goal for this past year of signing 30 new contractors. 5 Drywall; 6 Glazing; 8 Painting; 10 Floor Covering; and 1 Parking & Highway.”

District Council 16, developers, architects, owners, general contractors, union and non-union subcontractors. These Business Development presentations can be made to fit many different situations and all of our crafts.

Since the Organizing Department has been running the Market Recovery program it's given us the opportunity to offer coordinated targeting to some of these developers. This is where we offer Market Recovery Funds for two or more of our crafts to a particular project. I can tell you that we are now working on five medium sized projects that utilized the coordinated targeting funds. This method is also creating a good relationship with the owners and developers which are translating into more jobs for our members.

We already know the work picture looks better than last year and the Market Recovery Fund has already secured 132,526 hours for the Glaziers; 49,546

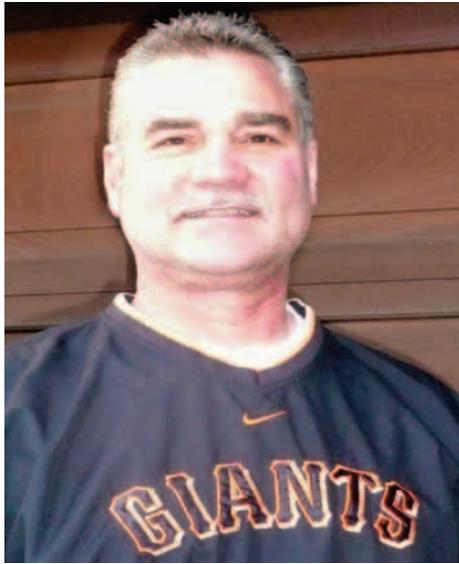
hours for the Floor Coverers; 85,552 hours for the Painters and 6,508 hours for the Drywall Finishers.

We achieved our goal for this past year of signing 30 new contractors. 5 Drywall; 6 Glazing; 8 Painting; 10 Floor Covering; and 1 Parking & Highway.

As you know Doug Christopher has announced his retirement. Doug's ability to think outside the box on a targeted contractor is going to be greatly missed here in the Organizing Department. His knowledge of our industries has made him an asset to the membership and has created a lot of work opportunities for our members. We would like to thank Doug for his dedication to this Union and wish him a healthy and happy retirement.

John Sherak
Director of Organizing
District Council 16

Member Spotlight



Eric Bassi

Eric has been a San Francisco Bay Area Drywall Finisher for the past thirty-one years and a proud member of Local 376 in Vallejo, California. He has served as a Trustee on the E-Board for many years.

Eric has been married to his beautiful wife Lesa, for twenty-six years. Together, they have raised three children in Pinole, California. Their oldest is a college graduate and the

other two are currently attending college and in high school.

Eric's hobbies are boating on Lake Tahoe, steelhead fishing and hitting the recliner to watch the San Francisco Giants on the television.

He is very grateful for what this trade has provided for him and his family.



Herb Zelaya

Brothers and Sisters, I am proud to introduce you to Herb Zelaya. Brother Zelaya has been a member in good standing for District Council 16 for 18 years. In those years he has worked for only

two shops, W.G. Thompson from 1995 until they closed their doors in 2001 and Jerry Thompson and Sons from 2001 until now. Some of Herb's proudest projects he has worked on are the California Academy of Sciences and the Oakland Convention Center. He is currently working at the new San Francisco 49ers Stadium in Santa Clara.

He has been very active in the STAR program and has been an eligible member for the awards picnic since its inception.

Herb has been happily married to his lovely wife Debbie for the past 25 years.

They have three daughters, Christine 18, Lisa 20, and Marisa 32. Along with their girls, they have three grandchildren, Darius, Jordan and Marly.

When Herb isn't working hard on a jobsite, he enjoys any opportunity to work on his 1961 Chevy pick-up truck. He has lowered his truck and installed air bags for a killer stance at the car shows.

With the attitude and performance that Herb has shown in his 18 years, we at Local 741 are proud to have Herb as part of our High Performance/High Value culture.

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

Council News

The Doug Christopher Retirement Celebration was held on January 26th at the Oakland Airport Hilton. Family, friends and colleagues came from near and far to pay tribute to Doug on this special night. Among the many speakers was the Godfather of District Council 16, Gene Massey. James Reid, Western Regional Vice President, and Ken Rigmaiden, soon to be the General President of our International also spoke about Doug and his remarkable career. Assembly Members Rob Bonta and Jim Frazier presented Doug with an Assembly and a Congressional Resolution for his contributions on behalf of the labor movement. When the time came Doug spoke about his career, his admiration and appreciation for his colleagues and finally about his family. Upon closing his speech he embraced his lovely wife Jeannine, then leaned over to the microphone and said, "Doug out"!



Council News



District Council 16 purchased a building in Fresno in 2012 that now is the home of mixed Local 294. The property was then upgraded and is now complete and ready for classes and meetings.



Left: Monte Vista Middle School receives a PATCH donation thanks to Local 1621.
Right: The final Walter Cantrell Scholarship for 2012 was earned by Joe Shelley, pictured with his father Mark Shelley.



Regional Director Todd Koch of Local 567 in Reno was honored to be the person to introduce Vice-President Biden at a campaign stop in Reno just before the election last November.



Council News

The District Council 16 Volunteer Activist Committee had a very busy year in 2012. With the election, many VAC events were about phone banking and precinct walking for our endorsed candidates. Others, like the ones pictured below, are about giving back to the community. *We do*: Cancer walks; food and toy drives; Labor donations to those in need like churches, and schools and river clean-ups, to name a few. These are the kind of events that we can really make a difference in our communities. Thanks again for all of your participation.



STAR PROGRAM NEWS



CERTIFICATION EXPIRATION INFORMATION IN THE MAIL!

The STAR Program will now be mailing postcards to notify all District Council 16's workers when their Certifications are expiring. When you receive notice simply register for renewal!

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 exist-
ing schedule

FOR A COMPLETE
SCHEDULE OF AVAIL-
ABLE CLASSES VISIT
OUR WEBSITE OR
YOUR LOCAL UNION
OFFICE.

OR CONTACT OUR
OFFICE AND WE WILL
GLADLY MAIL ONE!

SE HABLA ESPANOL

EARN EXTRA CASH!

Would you like a "side job" that your Union is happy about? One paying you eight hours of Journeyman pay for Saturday work? The STAR PROGRAM is looking for quality Instructors to help grow and improve our available class offerings. We'll help you develop classes showcasing your craft talents to share with District Council 16's workers.

**RETIREES CAN HELP THEIR UNION AND
SUBSIDIZE THEIR PENSIONS!**

CALL US FOR MORE INFO!

Supervisory Certification Classes are Ongoing!

All Members in Superintendant, Foreman and Leadman Roles are required by their respective contracts to complete this training prior to June 30th, 2013.

REGISTER NOW!



STAR PROGRAM

3RD & 4TH QUARTERS CLASS SCHEDULE

JANUARY 2013 TO JUNE 2013

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)
- ◆ **CAS Training** (Coating Application Specialist) is available **ONLY** to pre-authorized, Industrial Painter Candidates.

JAN 5th	(G) Skylight Training – SL (A) 1 st AID/CPR – SL (A) Blue Print Refresher – SL (F) Floor Preparation-Leveling & Floating – SL (A) Scaffold – FRESNO	MAR 2nd	(G) Glazing Door Hardware/Closers – SL (P) Drywall Repair for Painting Industry – SL (F) Cove Pattern – SL (A) 1 st AID/CPR – FRESNO	MAY 4th	(A) OSHA 30B (2 nd Day-8 Hrs) – SL ● (A) Flagging & Traffic Control – SL (P) Intro to Faux Finishes – SL (F) Heat Welding-PVC Lino – SL
JAN 12th	(A) OSHA 30A (1 st Day-8 Hrs) – SL ● (P) 8 Hr Lead Refresher – SL ** (D) The Graco Mark 5 (Operation/Application) – SL (A) OSHA 30A (1 st Day-8 Hrs) – SAC ●	MAR 9th	(A) Swing Stage Certification – SL (A) 1 st AID/CPR – SL (D) Drywall Finishers Repairs & Corrections – SL (G) Welding Certification 101 – SL (A) OSHA 30C (3 rd Day-8 Hrs) – SAC ●	MAY 11th	(G) Welding Certification 201 (PRACTICE) – SL * (A) 1 st AID/CPR – SL (A) Blue Print Refresher – SL (D) Hand & Spray Textures – SL (A) OSHA 30D (4 th Day-8 Hrs) – SAC ●
JAN 19th	(A) OSHA 30B (2 nd Day-8 Hrs) – SL ● (G) Rigging & Hoisting “A” – SL (P) CAS Training “A” – SL ◆ (G) Glazing Door Hardware/Panics – SL (F) Millwork/Base – SL	MAR 16th	(G) Skylight Training – SL (A) Blue Print Refresher – SL (P) CAS Training “C” – SL ◆ (D) The Graco Mark 5 (Operation/Application) – SL	MAY 18th	(A) Swing Stage Certification – SL (P) CAS Training “B” – SL ◆ (F) Floor Preparation-Leveling & Floating – SL (A) 1 st AID/CPR – FRESNO
JAN 26th	(A) OSHA 30C (3 rd Day-8 Hrs) – SL ● (A) Booms & Lifts – SL (P) Intro to Wall Covering – SL (A) Blue Print Refresher – SAC	MAR 23rd	(A) Survival of the Fittest/Red Lion Hotel –SAC (This is a one-time MANDATORY class.) (A) RRP Lead Renovation & Repair – SL (P) Advanced Wall Covering – SL (F) Conventional Carpet Installation – SL	JUN 1st	(A) OSHA 30C (3 rd Day-8 Hrs) – SL ● (G) Sealants & Caulking – SL (F) Stair Work (Carpet & Rubber Tread) – SL (A) Booms & Lifts – SAC (A) Flagging & Traffic Control – FRESNO
FEB 2nd	(A) OSHA 30D (4 th Day-8 Hrs) – SL ● (P) HAZWOPER Refresher – SL (A) Blue Print Refresher – FRESNO	APR 6th	(G) Welding Certification 201 (PRACTICE) – SL * (A) Scaffold – SL (D) The Graco Mark 5 (Operation/Application) – SAC (A) Booms & Lifts – FRESNO	JUN 8th	(A) Survival of the Fittest/ Chabot College–HAY (This is a one-time MANDATORY class.) (P) CAS Training “C” – SL ◆ (P) 8 Hr Lead Refresher – SL ** (G) Skylight Training – SL (G) Rigging & Hoisting “B” – SAC
FEB 9th	(A) Flagging & Traffic Control – SL (P) HAZWOPER Refresher – SL (A) OSHA 30B (2 nd Day-8 Hrs) – SAC ●	APR 13th	(A) OSHA 30A (1 st Day-8 Hrs) – SL ● (P) 8 Hr Lead Refresher – SL ** (D) Finishing Boxes Course – SL (F) Millwork/Base – SL (A) 1 st AID/CPR – SAC	JUN 22nd	(A) OSHA 30D (4 th Day-8 Hrs) – SL ● (P) Advanced Faux Finishes – SL (F) Conventional Carpet Installation – SL (A) 1 st AID/CPR – SAC
FEB 23rd	(G) Rigging & Hoisting “B” – SL (P) Intro to Spray Techniques – SL (P) CAS Training “B” – SL ◆ (P) 8 Hr Lead Refresher – SAC **	APR 20th	(A) 1 st AID/CPR – SL (P) Spray Techniques II – SL (D) The Graco Mark 5 (Operation/Application) – SL (G) Rigging & Hoisting “A” – SAC	JUN 29th	(G) Skylight Training – SL (A) Booms & Lifts – SL (A) Blue Print Refresher – SL
		APR 27th	(A) Booms & Lifts – SL (P) CAS Training “A” – SL ◆ (A) Scaffold – SAC (P) 8 Hr Lead Refresher – FRESNO **		

Political News

Campaign 2012 Overview: From the beginning of the 2102 election year our staff has been involved with voter registration and promoting our Volunteer Activist Committee events in support of the VAC coordinators. We registered many members at the counter in the Locals, as well as over the phone and through the mail thanks to our involvement with the AFL-CIO LAN system. We also set up information tables for “No on 32” and voter registration at our larger VAC events and the STAR Awards event.



Early on we were asked to identify our “Top Ten” Candidates and or issues in this cycle. I am proud to report that we were successful in 9 out of 10 races. Many thought that if we just got President Obama reelected and killed Prop 32 that the rest would be icing on the cake. We did much better than that. We picked up seats in the Assembly, Senate, and in Congress. We have the first “Super Majority” in the State Houses in decades. Of all the candidates and issues in which we supported financially, we had about an 80% success rate. Even those who lost will remember us for our activism and how we were able to get the members out in support of their campaigns.



VAC Numbers: Our total Volunteer numbers for the period between Labor Day and Election Day are as follows: 978 total Volunteer shifts (many of which were longer than the usual minimum of 4 hours.) This was by far the largest and most successful event of the season. A total of 257 members and family members participated that day by either walking precincts, cooking or in a leadership role etc. Add 87 Drivers from the Local affiliates and 24 staff from One Voice and there were a total of 368 people involved in our Reno Event. It was reported that we knocked on 2,332 Doors in Washoe County that day and by all accounts a success. We got an additional bounce from the media coverage regarding at what lengths the Unions are going to influence the vote in a swing state, with reference to our action. Just as valuable was the spirit of solidarity and giving some new activists a taste of what makes us keep coming back for more. All of the positive reinforcement and speeches by our Council and International leadership benefits our VAC program by helping to build a culture of activists going into the future.



Conclusions: Without a doubt my favorite part about the Election 2012 experience was to see the light come on for the release staff and our VAC members as to why we are engaged politically. The regular DC16 Staff already gets it, and was extremely patient with me in supporting our many actions and events. The Council Leadership was instrumental in promoting the various International programs and VAC events and we would not have been as successful without the coordinated effort of all the Departments of our Council.

Mike West

Political News



An event the size of our Reno event is bound to have some glitches, but the minor issues were solved quickly thanks to all who were involved.



We were not even back from Reno when BM/ST Doug Christopher received an email from GP James Williams which stated:



“Doug, I just got a call from The White House regarding your efforts in Reno. Thanks, Jimmy”.

At the height of the No on 32 campaign, we had phone banks going virtually every night of the week in all corners of our Northern California jurisdiction. We also had a lot of fun displaying these great banners we received from District Council 36. We pushed the envelope of public contact and in many cases incorporated some “street theatre”.



MEMBER'S RESOLUTION

By the Honorable John A. Perez, Speaker of the Assembly; and the Honorable Joan Buchanan, 16th Assembly District; Relative to commending

DOUG CHRISTOPHER

WHEREAS, Doug Christopher is retiring as Business Manager/Secretary-Treasurer of District Council 16 after 28 years of dedicated service to the members of the International Union of Painters and Allied Trades (IUPAT) , and it is appropriate at this time to highlight his many achievements and extend special public recognition and commendation to him for his professional and civic leadership; and

WHEREAS, Having joined Glaziers Local 1621 in 1981 as an apprentice glazier, Doug Christopher received his Journeyman Certificate in 1984, the same year he began his union involvement as an elected Executive Board Member At-Large, and with his election to President of Local 1621 in 1985, he established the union's Defense Fund; and

WHEREAS, From 1989 to 1997, Doug Christopher served the members of Local 1621 as Business Representative and, from 1997 to 1999, as Business Manager/Financial Secretary, and with his appointment as Director of Service for District Council 16 of the IUPAT in 1999, he provided expert advice and leadership in advancing and defending the rights of working men and women; and

WHEREAS, Highly regarded in the labor community for his expertise and longstanding record of accomplishments, Doug Christopher was elected Business Manager/Secretary-Treasurer for District Council 16 in 2007, bringing to this position substantial knowledge of labor issues and a win-win approach to resolving conflicts, promoting goodwill, and planning and organizing campaigns to improve working conditions for union members; and

WHEREAS, Throughout his long and successful career as a union leader, Doug Christopher has been committed to improving conditions for working men and women, which has earned him the respect of both the captains of industry and leaders of organized labor, and upon his retirement, he leaves an indelible mark of excellence; now, therefore, be it

RESOLVED BY SPEAKER OF THE ASSEMBLY JOHN A. PEREZ AND ASSEMBLY MEMBER JOAN BUCHANAN, That Doug Christopher be commended on his outstanding record of union and civic leadership, and extended sincere best wishes for a rewarding and gratifying retirement.

Dated this 26th day of January, 2013

Honorable John A. Perez

Speaker of the Assembly

Honorable Joan Buchanan

16th Assembly District

Director of Communications



Every once in a while we get a letter from a member that stands out with a positive message and some thoughtful and timely insight. The letter below has all that and the member is commenting on an article written by former BM/ST Doug Christopher. It's nice to know that some are really taking the time to read our magazine and are then moved to take action. Mike West

Thursday, November 22, 2012

Dear Brother Doug Christopher,

Having read in The Pride that you are going to retire, I want to wish you the best in your transition to retirement.

I have respected the commitment and professionalism you have provided to our district unions and want to take the time to write you this thank you for your years of undoubtedly difficult service. It must have been particularly difficult these past five years or so with the economy and what it has done to our membership and our Health and Welfare and Pension plans.

In your article you wrote: "What I don't understand is how that very same majority allows the obnoxiously loud minority to ridicule and denigrate our Union and our leaders who sacrifice so much and work so hard to represent our collective interests."

What you and the future leaders should please understand is that you and other leaders are not usually informed when the majority of reasonable members hear the negative comments of some members and reply to their contemptuous comments in a way that defend the union and union leader.

I can attest to many instances when I and other members not just ignored the complainers but also patiently informed the member with a better understanding of the facts. Inevitably the ones that had the better facts were those of us who commonly went to the union meetings. I always took pride in going to the meetings, absorbing all the union information I could, and sharing that knowledge with my coworkers. I would offer advice too beyond asking them to make the effort to go to meetings; I would give advice on how important it is in this industry to not spend all your income or think that good times would continue. I recommended members save and save a lot in a rainy-day fund. I practiced what I preached and it really helped me weather the bad times.

About five years back I was on a job with about a dozen other glazier members. One particular young member during break time was spewing very negative comments about the Union and about one of the business representatives. I was pleased to hear from the rest of the members gathered around who said in unison: "but WE are the Union." Somehow that disgruntled member was thinking that we are not the union and that the paid staffers are the union.

The members' complaint against the business representative had to do with the rep telling him (or fining him? I don't recall) that he must stop doing glazing side work for himself. Yes, many members have done that, but it is the representative's job to make sure that all parties to our contracts honor the contract. The contract and rules are in the best interest of the Union as a whole and when individuals undermine the contract for their own benefit it has a negative impact on the power of organized labor to show the employers' that we want the signatory contractors to get the job and then hire us to do the work. Unfortunately this logic fails when our signatory contractors don't bid on the type of work that members frequently do when they do side work. But, in any case, it is not acceptable for caught members to be using foul words to describe a representative who is just doing his job.

So Doug, I hear your message, but I just want you to know that the supposed "silent majority" isn't as silent as you may know. We just don't always inform you guys.

Sincerely,

Vincent Sauve

Oakland CA

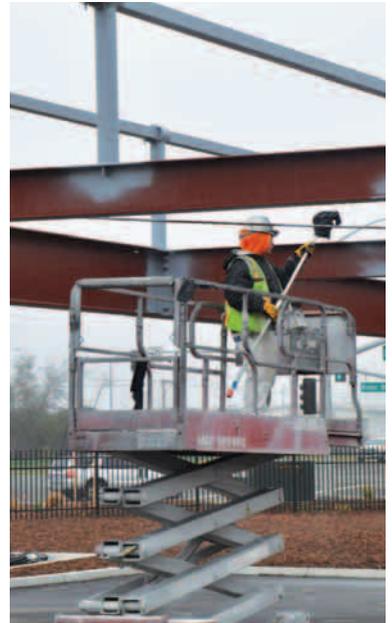
Glaziers Local 169

Retired

Fresno-Bullard High Performing Arts Center-George Brown Fitness



Sacramento-SMUD



Stockton-Inmate Facility

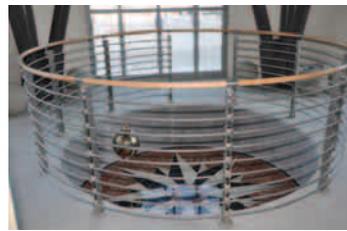
Fairfield-I-80 Truck Scales



North Bay-Queen of the Valley Hospital



Modesto-JC Community Service Center-Juvenile Detention



What are the duties of my Business Representative?

by Vince Echeverria

Recently I was approached by members who asked the question “What are the duties of a Business Representative?” After a brief discussion, I found it interesting they had little knowledge of the duties we are responsible for and who we represent. What they didn’t realize is Business Representatives are dedicated to representing our members and employer’s best interest. A large percentage of our member’s are not aware that they are one of the most valuable resources for Business Representatives to be efficient and effective in their jobs. With all of this in mind, I decided to write an article to educate the membership of District Council 16 about its Business Representatives.

The term of office for District Council 16 Business Representatives is four (4) years and he/she is elected by the membership as per the Bylaws of District Council 16 and the Constitution of the International Union of Painters and Allied Trades (IUPAT). The District Council 16 Bylaws state: Article 7 Business Representatives; Section 7.1

“It shall be the duty of District Council 16’s Business Representatives to render such assistance to the Business Manager/Secretary-Treasurer as he or she may require and, under his or her direction, to carry out their assigned functions. Business Representatives shall also be subject

to assignment in accordance with Section 45 of the International Constitution.”

Business Representatives responsibilities include the following: develop and deliver a consistent message to members (High Performance/High Value), attend all area Union meetings, attend Building Trades and Central Labor Council meetings, assist District Council 16 organizers, become familiar with and catalog all Collective Bargaining Agreements, coordinate jobsite activities, dispatch members to jobs, enforce Collective Bargaining Agreements, issue Permits, complete Jobsite Reports, multi-craft representation, negotiate Collective Bargaining Agreements, participate in Member Orientation Classes and Volunteer Activist Committee events, police and service Contractors/Members, Political Action, attend staff meetings, perform training (trade specific, benefits, Bylaws etc.), top down organizing, train and recommend appointments of shop and jobsite stewards, and serve as a Trustee on Trust Funds (if appointed). We are also responsible for informing and educating the membership of changes that occur with their Trust Funds, Collective Bargaining Agreements and other union policies. At times we have to deliver a message that’s not popular with the membership but we do what’s necessary, not what is

easy. We are required to attend training sessions and conferences to learn about and search for more productive and efficient methods to better serve the membership. We network with other Business Representatives within the IUPAT and other unions who share our common goals.

Our mission is very simple: practice and promote High Performance/High Value.

Our number one rule is that the member’s best interest always comes first. We are committed to increasing hours and work opportunities for our members and employers. Our commitment and focus is to benefit you and your family.

This article is not meant to boast about our hard work as Business Representatives or ask for a pat on the back. The only intent is to address some of the inquiries about the duties we perform as Business Representatives. The job of Business Representative is at many times thankless, but you can show your appreciation by attending your Local Union meetings, by offering problem solving ideas for our union’s advancement, by being our eyes and ears and by participating in the programs that have been put in place to benefit you and your family.

Vince Echeverria
Regional Director

California Supreme Court Decides in Favor of Labor

By David Rosenfeld

Just before New Year's, the California Supreme Court handed Labor an important victory in a case involving Ralph's Grocery Company.

The California Legislature enacted two laws which limited the right of courts to enjoin labor picketing and other labor conduct. First, there is the Moscone Act in 1975. Later in 1999, California enacted what is called the "Little Norris LaGuardia Act" which severely limits the power of courts to issue an injunction in any labor dispute. Both of these statutes have been very effective in preventing employers from abusing the courts by getting injunctions which have limited peaceful lawful union conduct.

The California Supreme Court has also protected the right of employees to engage in lawful peaceful union conduct in shopping centers which act like town centers. This is the so-called Pruneyard rule.

In Ralph's, the issue was whether union protestors could engage in union conduct in front of a grocery store.

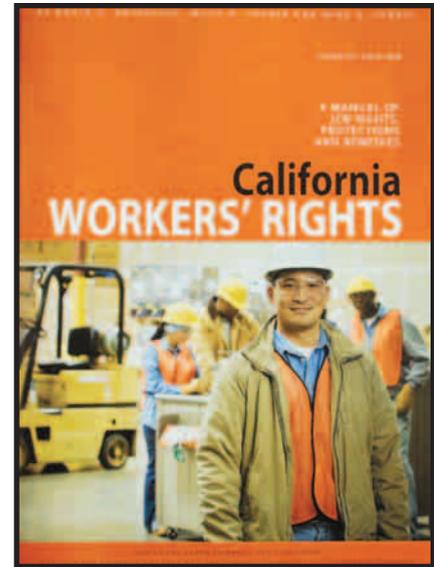
The California Supreme Court held that these two very important labor statutes are valid

even though they protect labor speech and do not protect other forms of speech. Ralph's had argued that this was a violation of the First Amendment because these laws protected one form of speech while not protecting other forms of speech. The Court rejected this argument because there are important reasons why courts need to stay out of labor disputes on the side of management.

The Court reaffirmed the Pruneyard Rule that unions have rights on private property where the public is invited for the purposes of congregating and socializing. This can occur in many circumstances and unions will now be able to continue to take advantage of this to bring their message to consumers and others about unfair practices by employers.

This proves again how important it is to workers and their Unions to have favorable judges on the courts.

With recent decisions from the NLRB allowing increased bannering and other First Amendment activity, Unions now have greater weapons to fight for their members. We can bring our message more effectively to the public.



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 year 2012 is behind us all and with it the accomplishments of our collective struggles such as the defeat of Prop 32 and helping to elect labor friendly politicians. 2013 is here and with it new opportunities to improve our skill sets in the form of STAR training. I encourage all Local 3 members to take this opportunity to sign up for "ALL" available training through the STAR program. I also want to remind our Foremen and Superintendents to sign up for the Supervisor Certification Training (SCT) and not wait until late spring or summer to sign up for the classes as they might be full. I am hopeful that in 2013 we will see an increase in job opportunities

for our members as the economy keeps improving though ever so slowly. With a combination of a healthier economy and the membership taking advantage of the STAR training we should see a quantitative improvement in the construction industry with regards to our Finishing Crafts. Remember that in order to justify our higher wages and benefits the key to our collective success is to be the best trained workforce and the most professional one. High Performance/High Value is not an empty slogan but a culture we should all embrace as it will determine our ability to regain market share and outperform our non union competitors.

Plan on attending your union meetings in order to stay fully

informed throughout the new year. Remember that our VAC program encourages not only member participation but member driven VAC's and it is my hope that more Local 3 members apply for VAC's in their communities. VAC's are instrumental not only in mobilizing members for political participation but also in creating strong community relations.

Remember that a good Union member respects the struggles of other union members by not crossing picket lines because United We Stand and Divided We Fall.

Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3

Brothers and Sisters,

It's a new year and I am filled with optimism about the work picture. I know that there is an awfully large amount of work on the books. We managed to sign several new contractors, a couple which are rather large. I know that work is rather slow at this time and I urge those of you that require skills upgrades to contact the school and make an appointment to get the skills upgrades that you require to keep positive and gainful employment. Use this slow time wisely. Once we start getting busy, there will be no time for upgrades.

On the other side of optimism, I have to say that Health Care costs are almost surely going

up due to poor enrollment in the "Smart Choices Healthy Rewards" Program.

As many of you have heard by now, Doug Christopher has retired. Doug's leadership has been a solid foundation from which we have grown and navigated through the often turbulent waters of an awful economy. Without Doug's leadership, I cringe to think of what could have been. Believe me, a lot of other Unions have suffered crushing losses to their membership, wages and working conditions. We fared rather well considering. Anyway, I just hope all of you understand what Doug did for each and every one of you. Chris Christophersen has been elected by the District Council 16 Delegates to succeed

Doug. So I'm confident that the Council will not skip a beat. Chris is supremely capable of leading this Council in the years ahead. I have known and worked with Chris for about ten years now, and it is my wish that you all join me and the rest of the DC 16 staff and give him our undivided support. I promise he will not disappoint!

In closing, I want to wish all of you a Happy New Year! I hope all of you prosper, enjoy good health, and enjoy your lives in the year ahead of us!

Fraternally,

Gene Hopkins
Business Representative
Local Union 12
District Council 16

Local Union News

Local 83

Hello Brothers and Sisters of Local 83,

I hope everyone had a great Holiday Season and New Year. In 2013 there is a lot of projects and work in the area. The new casino in Rohnert Park is up and going. They are on a fast track and are going to need plenty of skilled craftsmen. You need to have your OSHA certifications up to date to work on the project so make sure you have been keeping up with the latest classes at the STAR program. Superintendents, Foremen and Leadmen; The Supervisor Certification Training classes are on-going and you need to get that certificate to run work. Check the STAR Schedule and make sure you get it done. Your employer will be notified and

there is a list of eligible members to take the class.

Thanks to the many members who helped make our political season a success. Those who did their three activities will be invited to the VAC Banquet for a well-earned reward. This year there will be more VAC events so contact the Local or go on line to www.dc16iupat.org, and check the VAC event calendar to find out what you can do.

I would like to wish the best of retirement to Doug Christopher who did an outstanding job over these past years. I want to wish the best of luck to newly elected Business Manager/Secretary Treasurer Chris Christophersen. I know that the members of Local 83 will be there to support

the efforts of Chris and the Council. I have been asked and have accepted the position of Director of Service for DC16 and there will be a new agent hired to finish out the remainder of my term through the DC 16 hiring process. I know who ever qualifies for the position will receive the support of all the members. I want to thank all of you for the help and support you have given me over the years and I am looking forward to serving all of the District Council in my new position.

Les Proteau
Director of Service
District Council 16

Local 169

Hello Brothers and Sisters,

As you read this issue of *The Pride* you will notice that we have a new Business Manager/Secretary-Treasurer (BM/ST) at District Council 16. When we first affiliated with District Council 16 our very own Gene Massey became the BM/ST and when he retired, the former Business Manager from our sister Local 1621 Doug Christopher stepped up and led this Council. I realize that many of you now do not know the new BM/ST as well as the previous two, but let me assure you I do know him, know him well and would like to take this opportunity to introduce him to you as a dear friend of ours.

Chris Christophersen may be

new to the office of BM/ST but he has been working full-time representing all of you longer than I have. During all of the time I have been on staff I have never seen him back down from a challenge and I have never seen him afraid to make the right choices to lead us whether they were popular choices or not. Chris was unanimously elected by all of the delegates from all of the Local Unions to serve as your BM/ST because all of your delegates and all of the other local's delegates recognize that he has earned our respect and will lead this Union to even greater accomplishments than his predecessors building on the foundations they laid. He has my full support and I want him to have yours as well. Our Union can only be as strong as

the members who stand together for one another for our common good.

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.

Our monthly membership meetings are held on the 4th Wednesday of the month at 5:30 p.m., at the Oakland Labor Temple.

Joe Upchurch
Business Representative
DC 16 Glaziers Local 169

Hello Again Brothers of Local 272,

The new year is upon us, and we need to take advantage of it. At the time of writing this article, many things are going on.

First and foremost, we are seeing the retirement of a very dear friend and friend of our Local, Business Manager Doug Christopher. I have known Doug since I became a representative in 1993, when he was the Business Representative for Glaziers Local 1621 in San Jose. For me, that was the start of a long respectful relationship with Doug. Doug constantly wanted us and the members to be the best in our industries. I have watched him assist the Locals, including ours, in times

of need. Doug truly was the best boss I have had. Good luck Doug with your retirement.

Second, congratulations are in store for the former Director of Service, Chris Christophersen. Chris was nominated and elected to the BM/ST position by the council delegates at our December meeting. Again Chris, congratulations and good luck!

Work wise, things are still slow in this area, but seem to be hopping in the South Bay. If you don't mind the commute, whether a Painter or Drywall Finisher, I would be calling some of the shops in the Bay Area looking for work.

I have mentioned in the past about the areas first two PLA's.

The Santa Cruz Sheriff's Department and the Santa Cruz Metro. We are now looking at the possibility of two more in our area. The City of Watsonville is looking at doing a PLA for all time and material work and also the Pajaro Valley School District is also looking at signing a PLA with us. This has all come about by the worker friendly people that we as Union members help get elected this last election cycle.

Hope everyone had a safe holiday, and I look forward to seeing you at a union meeting.

Fraternally,
John Papa
District Council 16
Service Representative
IUPAT Local Union 272

Dear Members,

Another holiday season has come and gone and with it a new year is upon us. With it comes change. Doug Christopher has retired, and it was an honor to serve under him. I want to wish him a long and well deserved retirement! With Doug's retirement we now have a new leader, BM/ST Chris Christophersen. I look forward to serving under Chris in the years to come and assisting him to move forward the High Performance/High Value culture that is expected from all members of District Council 16. Congratulations Chris!

In 2012 we were able to hold off attacks on working people by defeating Prop 32 and reelecting

President Barack Obama. In doing that we must continue to better ourselves as productive members of the Union and employees to our signatory contractors. We cannot begin to get comfortable and complacent while those who wish to bring us down regroup and begin to get stronger. We must continue to train through our STAR Program and have our voices heard through our VAC and by encouraging those we helped get elected move forward working people's ideas and values. As the economy slowly gets better and working hours increase it is very easy to fall into a way of thinking that is stagnant. We simply cannot afford to let that happen.

I strongly encourage everyone

to become more active in the Union and in training and in the VAC. There are many ways we can be active through the VAC from labor donations to helping raise money for a worthy cause in our communities to political action. If you have any ideas or wish to assist someone in need utilizing the VAC please contact me, no reasonable request is ever turned down. There is currently a position available to be the VAC Coordinator. If you are interested contact me and I will let you know what the responsibilities of the position are.

Jeff Roberts
Business Representative
DC16/LU294
High Performance/ High Value

Local Union News

Local 376

Greetings to the Members of Local Union 376,

I hope all of you had a nice holiday season and a safe New Year. As you know, Haden has decided to retire and I was chosen to take his place for the rest of the term. My name is Troy Notrangelo and I am looking forward to leading our Local and helping our members in any way I can. With the help of our E-Board and Delegates we will continue moving forward. I look forward to meeting all of you soon.

I would like to thank everyone that helped defeat Proposition 32, through our VAC, by

doing precinct walks, phone banking and Get Out The Vote events. I would also like to thank all of our members that made it out to the polls or sent in their absentee ballots as it was ultimately all of you that were counted and made the difference.

One of my first battles as your new representative is going to be an important one. It is a battle against the Carpenters and Standard Drywall on the new Clay Bank facility in Fairfield. It is their attempt to move into our area as they have in areas in other states and claim the drywall finishing work which has historically

belonged to this Union. We will do everything possible to make sure these jobs are filled by our members. The job is in beginning phases and a petition has been filed on behalf of our Local.

Sign up for any certification classes that you need as they will be a requirement to work on industrial jobs here in the near future.

Local Union meetings are on the 2nd Wednesday of every month at 6 pm. I look forward to seeing you there.

Troy Notrangelo
Business Representative
DC 16/Local 376

Local 487

Greetings Brothers and Sisters and happy 2013 to you and your families. Doug officially tendered his resignation on December 19, 2012 and Chris Christophersen was unanimously elected as our new Business Manager/Secretary Treasurer. I have known and worked with Brother Christophersen for many years and I am very confident in his ability to lead our organization. One of his first official duties was to appoint Les Proteau as Director of Service. Les has been a District Council Business Representative for many years and is the Chairman of the Painters and Tapers Pension Fund.

In December we continued the tradition of serving dinner for

members and guests on our meeting night and those who attended had a good time and a great meal which was provided by Griselda's Catering, a Union company with a great staff.

One highlight for 2012 was the Get Out The Vote effort in Reno, Nevada and Local 487 Members who participated. I was proud and compelled to send them the following letter: "I would like to personally thank you for participating in District Council 16's GOTV effort in Reno, Nevada on October 20th. Your willingness to commit an entire Saturday and travel to Nevada to hopefully help our President secure victory on November 6th was the key to making our Political Action Event the largest ever. Without members

like you and your selfless desire to make a difference, in what could be argued as the most important National Election of our time, the Labor Movement would cease to exist. October 20th was a long day but with your involvement it was a day to be remembered. You heard the numbers at the rally, the personal contact and voter outreach from hard working folks like you is what wins elections and the stakes have never been higher. Thank you for showing up and enduring the long slow bus ride to battle for the state of Nevada". As we all know the President was reelected and did win the state of Nevada.

Steven L. Caster
Business Representative
DC 16 Local Union 487

Members of Local 507,

Wow, what an end to a year! Work is starting to pick up. Men are out finding work and things are looking brighter for 2013. Keep your name on the out of work list and start calling the employers. With the building of the San Francisco 49er's Stadium in Santa Clara and the other very large upcoming Apple complexes, the future is looking bright. There are many smaller projects going out to those contractors who have stayed the course and made it through one of the worst economies in our country's history.

Now for some bad news, the Health and Welfare Trustees have heard your requests and desires for larger bank of funds

and more affordable healthcare costs. But when Smart Choices Healthy Rewards program was rolled out, very few members even enrolled. Was it the bank going back to 6 months that no one wants? Was it the lower 20% of premium that no one wants? Sometimes it gets hard to understand what the desired outcome is when no one takes advantage of their personal choices. I hope with more information, many members would like to lower costs and improve benefits. It is now a problem for the trustees since the membership did not take full advantage of their options. The increase of cost will need to come from some where. I only hope the trustees and professionals find a solution.

Make sure in these tight times that you are signing your own time card. This is a time when we all must stick together and assure every member that the contract is being honored and enforced. Saving your check stubs will assure that your hours are correctly being reported to the trust fund on your behalf. These check stubs should be kept for your entire working career.

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

Brothers and Sisters of District Council 16,

We all knew what was at stake in this last election. Simply put, it was the future and prosperity of our Union and our families through the right to collectively bargain. One of the few "battleground" states that would determine who our next President would be was Nevada. With this in mind Mike West, Chad Smith, and I decided to plan a large VAC event for the Reno/Sparks area. Doug Christopher not only gave the approval for this event, but he also challenged us to make this the largest and most attended VAC event since its inception. All of the plans were made. Staff and Coordinators organized buses, food, walk lists, locations

and everything else for the event. There was only one unknown factor, how many members would show up on game day? You responded with a great display of High Performance/High Value when hundreds of members and their families rode buses or drove to the event. IUPAT Executive General Vice-President Ken Rigmalden was even able to participate in the event. The result was you helped President Obama win Washoe County by a 3% margin and win Nevada overall. We also maintained control of the Nevada State Assembly and Senate.

Most of you already know this recession has been harder on Nevada than any other state. On so many levels it has been

devastating to our membership here. We understood that you had your own battles in California. With that in mind, and with so many members and family coming to help in our time of need, I'm left full of hope and optimism about the future of our District Council, Local Union 567 and our region. Please accept our most heartfelt thanks for all you did for us. None of this would have been possible without the vision and leadership of outgoing BM/ST Christopher. Thank you for all you did for the members Doug and as you recently stated, BM/ST Chris Christophersen will lead us to new heights.

Gratefully,
Todd Koch
Regional Director

Local Union News

Local 718

Hello All,

I hope everyone had a safe and Happy Holiday season as we welcome in another year and 2013 is going to be a busy one.

I know 2012 was a better year than the last couple of years, but that's not putting food on the table for many of us. 2013 looks as the beginning of a major boom and with real estate sales in SF pushing above six billion dollars for 2012, that's a good sign. The work picture started picking up towards the end of 2012 and continues to build. This is great for our trade and crafts as we all need to make up for the lost time and work. This is a list of some of them: Gateway in Santa Clara; Apple's Headquarters; Stations Casino

in Rohnert Park; over 2 billion in new construction at SFO thru 2019; and a lot of work in the Biotech area on the Peninsula. In San Francisco there is over twenty tower cranes up and many more coming. The high rise work is all over the city from condos/apartments to new office and public buildings. This means many hours for all the crafts in DC 16 and many work opportunities for our members. This is when a High Performance/High Value workforce gets to prove our worth. We all need to give our best effort and take advantage of this boom and not miss any opportunities because you aren't "certified". The "certifications" are very important, but our CONTRACT is our bread and butter. When work starts getting

very busy like what's upcoming, is when things sometimes start to slip. This is the time when working under OUR rules and the contract need to be followed. The contract is one of the most important tools we have. When someone breaks down a condition, it breaks it down for everyone. The bottom line is we all need to understand our contract and police ourselves. If there's ever a question just call the hall.

Work Safe,

Mark Shelley
Business Representative
District Council 16
Glaziers Local 718

Local 741

Greetings to all Local 741 & District Council 16 Members,

I would like to first take the opportunity to wish you all a Happy New Year. With the new year upon us it is a great time to reflect on the attributes of a quality Union brother or sister. These qualities include a good work ethic, a High Performance/High Value attitude, and being involved in your Local.

A good work ethic doesn't just mean showing up and doing what you're told to do. It involves showing initiative and striving to help in the end goal of making every project a successful endeavor. We should all be motivated to learn any skill that is available to us in our industry and teaching those

skills to our brothers and sisters. This will only help push our productivity above the already high standards that have been reached. A High Performance/High Value attitude is one that you develop. Coming to work and trying to improve on what you did the previous day lays at the heart of this culture. If we are to strive to regain our market share, we all must identify with these values. We must hold ourselves to a higher standard than we have in the past and push ourselves on a daily basis to continue to acquire the skills and knowledge needed to perform our tasks to the highest possible degree. We also must reach out and hold our fellow members to these standards and help each other be a more cohesive workforce.

Being involved in your Local is another very important piece of the puzzle. At the meetings is where you will learn the important items that will affect your future. We all need to pass the ideas around and come up with the most effective ways to continue to move our District Council in the direction of progress. We cannot stand in the back ground and complain about the issues we do not educate ourselves in.

So come out and be involved. Your idea could be the start of a great movement.

Regards,

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

Brothers and Sisters,

Union labor built this great nation and we need to fight more now than ever. The Unions helped establish the 8 hour work day as well as creating collective bargaining rights. I think that we need to revisit some of our history and remember those who came before us. I would recommend you take a little time and educate yourself on some of these actions: The Hardin County Onion Strike of 1934; Flint Sit-down Strike of 1936 and the Pittston Coal Strike of 1989. As you read through some of these cases you come to realize that the ultimate goal was to protect the workers' rights and give them and their families a better quality of life. We are constantly under attack from

groups that wish to take the rights away that we have fought so hard to secure. We recently had the opportunity to meet and help out our brothers in the Bakers Union (Hostess action) and the UFCW (Raley's action). I'm very pleased to say that we helped support these two Unions with food, water and most importantly volunteers.

This year is going to be a very busy year for us with many large projects coming up in the Bay Area. I would also like to stress that we only have six months left to qualify for this year's STAR event so please take advantage of the new STAR Class schedule. In the Sacramento Area we will be having one SCT class a month so please pre-register.

I'm also very excited Local 767 will re-start the Retirees luncheon with the help of a new volunteer chairman; if you are interested please contact me for more information at 916-393-2742.

In closing I would like to thank the membership for all of the hours put forth with the VAC program. If you have an event that you would like to register as a VAC please contact the Local to ensure all the paper work is filled out correctly.

Congratulations to Doug Christopher on his retirement.

John Tweedt
Business Representative
District Council 16
Local 767

To the Members of DC 16 & Painters & Drywall Finishers Local Union 913,

I trust everyone had a Merry Christmas and will enjoy a healthy, happy and prosperous new year. Since so much of our member's focus is on the dismal work picture many are currently experiencing, for this article, let me highlight the positive outcomes, not only those realized by Local Union 913 members, but also the full membership of District Council 16. These are not listed in any order or significance, but simply as I recall them.

First, the VAC event held in Washoe County, Nevada was crucial to the successful re-election of President Barack

Obama. Members, from various Locals within the jurisdiction of District Council 16, overwhelmingly showed their support by caravanning via bus and cars to this location. Considered one of several battleground states, it was key that a strong Union presence be established and represented if its efforts were to be brought to fruition.

Second, eighty three members, from Local Union 913, whose names appeared on the out-of-work list at the time the grievance was filed, were awarded compensation from American Senior Living for a grievance that was filed due to failing to follow the Project Labor Agreement they signed for a retirement home in Daly

City, California.

Third, the Joint Apprenticeship and Training Trust Fund offices held their grand opening. This was held during the summer of 2012. At this ceremony, General President James Williams presented the program with a check, in the amount of \$100.00 for every apprentice enrolled. Additionally, those in attendance were able to tour the newly remodeled state-of-the-art facility which incorporates all four crafts which District Council 16 represents. Please take advantage of this great, new facility.

In Solidarity,
James Ruigomez
DC 16 Business Representative
Local Union 913

Local Union News

Local 1176

To all Local 1176 Members,

Welcome to the new year. I hope everyone had a safe and Happy Holiday. I would like to start the article by saying that the new year has brought changes to District Council 16, Mr. Doug Christopher, Business Manager/Secretary-Treasurer has retired. Our best wishes go out to Doug for a long and happy retirement. Mr. Chris Christophersen has been voted in by the delegates of District Council 16 to replace Doug. I know Chris will carry on the High Performance/High Value culture that is part of our District Council.

This office has been getting a lot of calls by members saying that they have no knowledge

of over the counter dues. I have put this information in a letter to all members and in this newsletter number of times, still this office gets calls on why I'm being suspended. Please call this office to check on your dues and make sure your current.

For the Parking & Highway members, negotiations will start this month and I will be in contact with the members to update all of you on the progress.

Congratulations to the members at Kelly Moore. The Union and the company agree on a two year agreement. The members received money on their wages and money for Health Care along with new language that benefits the members. We also saved around fifty jobs

in the warehouse. There had been talk about subcontracting the warehouse work, so again congratulations to the members at Kelly Moore.

Local 1176 monthly membership meetings are held on the third Tuesday of every month at 5:30 p.m. in Oakland.

In closing I hope this new year is a great year for all.

Fraternally,

Jose Santana
Business Representative
District Council 16
Local 1176

Local 1237

Dear Members,

Happy New Year, we are looking forward to a prosperous 2013. At the December District Council 16 Delegates meeting Doug Christopher resigned so he can enjoy his next chapter in his life (retirement). I personally want to thank Doug for his leadership, dedication and vision that he has shared with the staff and members of District Council 16. He has exemplified the High Performance/High Value persona that the membership can all benefit from. We extend our best wishes to Doug and family in his future endeavors. Please join us in welcoming the newly elected (via white ballot) District Council 16 Business Manager/Secretary Treasurer Christopher Christophersen.

Also new to the position of Director of Service is Les Proteau, we are confident that both positions have been filled with proven leaders that are committed to elevating our District Council/Union to greater heights.

Nominations for the Local's Officers will be held in May and elections in June, if you intend to run for a position of the Local Union Executive Board make sure you are qualified to accept the nomination as per Section 182 of the Constitution of the International Union of Painters and Allied Trades.

As a reminder to be eligible to qualify for the STAR event it is mandatory that you attend and complete the Survival of

the Fittest Class which will be held in Sacramento on March 23rd location Red Lion Hotel. You can register on-line at www.dc16star.org or call Flora or Lisa at (510)782-STAR (7827) and they can assist you with your registration. Class registration for all events closes 12 days before class date. STAR schedules are available at the Union office and your Local Union Meeting.

Our staff's goal is committed to the #1 rule-members first and increase of hours and employment opportunities. We look forward to seeing you at your next Local Union Meeting.

Vince Echeverria
Regional Director
District Council 16/Local 1237

Dear Members,

Happy New Year! We are looking forward to a prosperous year with lots of work on the horizon. I hope you and your families enjoyed the holiday season.

As you all know, Doug Christopher retired on December 19, 2012. I would like to take this opportunity to thank Doug for his thirty-two years of dedicated service to the union, and especially for everything he has done for Local 1621.

Doug joined our local as an apprentice glazier back in 1981. He became a journeyman in 1984 and began service on our Executive Board as member at large. In 1985 he was elected

President of our local. From 1989-1997 he was elected our Business Representative and then from 1997-1999 was elected Business Representative/ Financial Secretary.

Over his tenure here, Doug took our local to a new level. Just to highlight a few of his accomplishments: Established Local 1621 Defense Fund; Developed and Implemented the Member Maintenance database that is still in use today; Computerized accounting system; Assisted in establishing the first Market Recovery Program; Restructured Local's finances and implemented financial policies and practices; Elevated the members wages and benefits with strong advocacy, grievance administration and

contract negotiations. He implemented the initial database to track work (market share) in our area to help negotiate better contracts for the members. He was also instrumental in helping to facilitate the merge of all the Northern California Allied Crafts into District Council 16.

Local 1621's sound structure, procedures, financial health and High Performance/High Value standards today can all be attributed to Doug Christopher and his never ending pursuit of what was best for the member. We wish him all the best in his retirement!

Sincerely,
Stephen Huckaby
Business Representative
DC 16 Local 1621



Editors Notes:

Regarding Certifications:

It is a good idea to keep copies of your certification cards either at home or at the Union Hall. That way if you lose your wallet or misplace your cards, you can easily prove that you are certified. In some cases, if you lose your card, and don't have a copy, you may be forced to repeat the class, which would be the case for OSHA 30.

Mike West

Director of Communications

District Council 16

High Performance/High Value

Local 3 finished off the year strong with many community based VAC events. The 16th annual Turkey Drive and working to feed the homeless of their community are among them. Local 3 also regularly supported the other Unions and their issues by participating in their actions related to fair contracts and working conditions for their members.



District Council 16
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