



The Pride

November 2010 - January 2011

The Home of High Performance / High Value Finishing Craft Workers



It's About Jobs!/ One Nation

Our District Council 16 Volunteer Activist Committee had a rally in conjunction with two National Campaigns. Our International's "It's About Jobs" campaign, and the "One Nation" Rally happening at various location across the Nation on October 2nd. This was the largest single event in the history of the DC-16 Volunteer Activist Committee drawing over 400 members from Northern California and Northern Nevada. The march was along a busy street in Fresno, to the site of a post-debate rally for Jerry Brown.



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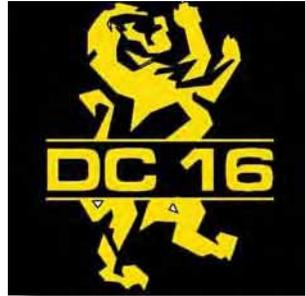
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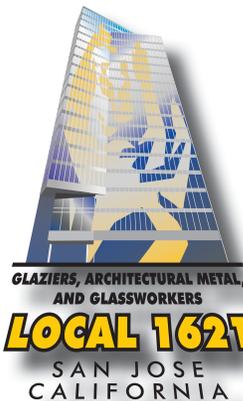
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DISTRICT COUNCIL 16
HOME OF THE
HIGH PERFORMANCE/
HIGH VALUE FINISHING
CRAFTS



HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



Doug Christopher
Business Manager/Secretary Treasurer
District Council 16

I hope this issue of The Pride finds you and your family well. I wish all of you and your families all the best that life can bring this upcoming holiday season. Before I get into my article, which will focus on the health and welfare challenges we will all be facing in the near future, I would like to express my appreciation regarding some of the more positive things that have taken place throughout District Council 16 in the last several months. First of all, I wanted to thank everyone for their generous support of the Ruigomez and Morales families whom were devastated by the San Bruno gas main explosion. The outpouring of support from the entire District Council 16 community has been amazing and it fills me with pride to be a part of this Union. I know

that the Ruigomez and Morales families are grateful not only for your donations but also your well wishes, kind thoughts and prayers. I know that our thoughts and prayers remain with these families as they struggle through the healing process, I just wanted take this opportunity to thank you all on behalf of District Council 16.

Second, I would like to thank all the members who answered the call to High Performance/High Value by participating in the STAR Program during its inaugural year. The year end event proved to be everything it was promised to be. The prizes that were raffled off to the members at the event were impressive to say the least and everyone left the event feeling like a winner. Those who participated in the STAR training over the last year understand that they are all winners and that by improving their skills and trade knowledge they improved their personal ability to provide for themselves and their family through gainful employment within their chosen trade. I am really looking forward to seeing this program advance over this next year.

“I would like to thank all the members who answered the call to High Performance/High Value by participating in the STAR Program during its inaugural year.”

Third, I just wanted to say how proud I am of all the members of the District Council 16 Voluntary Activist Committee. I am particularly proud of the VAC Coordinators whom recently staged the largest event in the history of the VAC with over 400 activists attending the One Nation Rally in Fresno. It was a proud moment for District Council 16 and I felt blessed to be a part of it. The VAC participants have proven to be the backbone of the community service side of District Council 16. As the VAC activists continue their ambitious expansion of community outreach and activities you can count on the continued support of the entire District Council 16 staff.

There is no doubt that 2010 has been another tough year with unemployment up and those who are fortunate enough to have a job are working significantly fewer hours this year than in previous years. There is no doubt that the last few years have been really tough on our membership but the last few years have also been very tough on our Health & Welfare Fund. Even though we have been able to hold our Health & Welfare cost increases to a minimum through mergers, efficiencies of operations and strong negotiations over the last several years, the significantly fewer hours being worked by the membership is leaving the Health and Welfare Fund budget considerably short of meeting expenses. For example, in 2008 the members worked and paid into the Health & Welfare

Fund an average of 165 hours per month. In 2009 the members worked and paid into the Health & Welfare Fund an average of 135 hours per month. So far in 2010 members are working and paying into the Health & Welfare Fund right around 100 hours per month. Keep in mind that the Health & Welfare Fund lost money in 2008 and lost considerably more in 2009. If you do the math based upon the average hours worked per member per month multiplied by the hourly Health & Welfare contribution rate, the average member is paying about \$475 a month less into the Health & Welfare Fund in 2010 than they were in 2008. That's a \$475 per person per month deficit before you factor in any increases in costs over that same time period. This fact has resulted in a run out of our reserves over the last three years and we now have very little reserves left to cover continued shortfalls in contributions.

Now, for what would appear to be some good news. The recent health care reform legislation enacted by the federal government is requiring that health and welfare funds such as ours must significantly improve benefits. The reality is that this is actually bad news because these improved benefits come at a hefty price and we must pay the additional cost required to supply these new and improved benefits. One example of the improved benefits we must implement effective January 1, 2011 is, we must extend health and welfare coverage to all of our members children that are over eighteen but not older than twenty-six and do not have employer paid health care regardless of whether or not these children live at home, are married or otherwise pay for their own health care. Although I agree that it would be a nice thing to provide, I am smart enough to

understand that we can't afford to extend coverage to another several hundred people without increasing funding or reducing benefits to the existing participants.

“The recent health care reform legislation enacted by the federal government is requiring that health and welfare funds such as ours must significantly improve benefits. The reality is that this is actually bad news because these improved benefits come at a hefty price and we must pay the additional cost required to supply these new and improved benefits.”

The previous two paragraphs describe a significant reduction in hours worked and paid into our Health & Welfare Fund and also describe just one of the new benefit improvements we are going to be required to provide and pay for next year. Given this thumbnail sketch of the challenges we will be facing when determining the cost of our plan next year, you shouldn't be surprised to learn that our consultant has delivered to the Board of Trustees his preliminary estimate that we will need to increase contributions by \$4.32 per hour effective January 1, 2011.

The Health & Welfare Trust Fund has very little reserves remaining and cannot afford to continue deficit spending. We do not believe the membership would agree to a \$4.32 per hour increase which would largely have to come out of

their pocket. So the Trustees have been meeting regularly exploring alternatives to our schedule of benefits, benefit providers, plan rules, eligibility rules and pretty much everything else you can imagine. We are looking at wholesale change to our Health & Welfare Plan in an attempt to minimize cost increases and maintain core benefit levels. Over the next couple of months you will be receiving official information from the Health & Welfare Trust Fund. This information will be discussed at your Union meetings and undoubtedly, there will be a wage allocation vote required prior to December 1, 2010. Please be aware that the official news regarding any plan changes will be forthcoming from the Health & Welfare Trust Fund. Look for that in the mail very soon. I felt it was necessary to give you this warning as soon as possible so you can be on the lookout for the information necessary to make an informed decision at the upcoming wage allocation votes.

The Trustees continue to be diligent in their efforts to provide quality health care at an affordable price and make decisions that reflect the best interests of the participants. Please be aware that what is happening here is happening to all of us and we are all being equally affected. We just need to stay focused on our objective of providing the best possible health care we can within the budget established by those who decide how much they wish to contribute, that's you.

Fraternally,

Doug Christopher
Business Manager/Secretary-
Treasurer
District Council 16

Director of Service



Chris Christophersen

Just a reminder: Election Day is November 2nd and as they say “all hands on deck”. I would like to take this opportunity to share with all of our members specific plans our leadership team here at District Council 16 and our General President James Williams has implemented for these upcoming elections. The Candidates that are up for election will determine many things for the membership of the IUPAT, the most important being how soon our unemployed members get back to work.

The General President has implemented a stimulus program of his own. The IUPAT will reimburse up to \$200.00 for out of work members who work on Election Day this November 2, 2010 for District Council 16 endorsed candidates. These members, our army of black and gold, will be tasked with knocking on doors and getting people to the polls. They are

expected to put in a hard 10 hour day on behalf of the IUPAT and the AFL-CIO’s Labor 2010 program. The members will be required to participate in a conference call on October 29, 2010. This call will help educate the members on how to act and

“The Candidates that are up for election will determine many things for the membership of the IUPAT”

what to say when they knock on doors, as well as be given a briefing on the laws associated with Election Day activities.

To be eligible for this program members must be in good standing (or in solidarity status) with District Council 16, must presently be unemployed or retired, must be willing to talk to fellow Union members, must follow directions given to them by their Business Manager / Secretary-Treasurer or Business Representative and must be willing to put the Union in front of their personal political viewpoints. Here in California over 1 million Union members will receive mail ballots on October 8th. The race for governor is a dead heat which means every vote counts. We all have been bombarded with Meg Whitman’s TV ads for months now and like most of us, you are wondering what this

billionaire CEO has to gain by spending \$150 million to buy this election. After all, she admits to not voting for 28 years and has no government experience. Meg Whitman sides with corporations, not us. She has a record of outsourcing jobs as an executive at e-Bay and Hasbro. When she left e-Bay, 40% of the company’s jobs were outsourced. Whitman will attack all that we have fought hard to achieve. She comes from a corporate culture that doesn’t value good jobs, only corporate profits.

This election is about Jerry Brown’s main street agenda of creating good jobs here vs. Meg Whitman’s Wall Street agenda of layoffs and shipping jobs overseas. As Governor, he created over 1.9 million jobs. He made California a leader in green energy and has a plan to create 500,000 new green jobs. Jerry Brown supports high speed rail and knows that to fix the economy we have to invest more in schools, transportation and job training. He will return California to a state that values workers, good wages and above all else, jobs.

Let’s make the right choice for this Union and see you on Election Day.

Fraternally,

Chris Christophersen
Director of Service
District Council 16

The Early History of Drywall Finishing

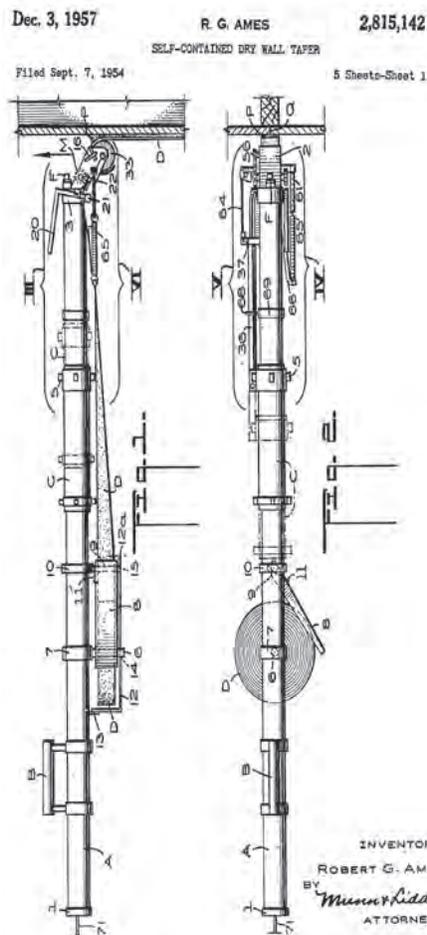
Research compiled by Shakir Villalobos, Drywall Finishing Instructor, District Council 16

Prior to the development of Drywall Finishing, interior finishing was done using the old lath and plaster method. Construction workers applied a mixture of lime, sand, and water to a lattice work on wall or ceiling frame. When this mixture dried, it became a plaster-finished wall. At times, various fibers were embedded in the wet compound to add strength and texture. This method of finishing was time consuming, inconsistent in quality, and expensive.

With the introduction of gypsum board into the construction industry in the 1930's, and the advent of large construction developments consisting of multiple home sites, came the need to develop an efficient method of finishing the board.

In the late 1930's the Ames brothers (Painters) out of Belmont California invented the first in a series of innovative Drywall Finishing tools. The "Corner Shoe" was the first followed by the "Battery Hopper" in 1945. They used hoses to pump the material and were powered by two batteries the size of a car battery. However, they were heavy and bulky by today's standards.

This led to the improvements in design and the creation of the "Self Contained Drywall Taper" in 1957, a precursor of today's "Bazooka".



In the early fifties, Ames introduced the first "boxes" and the Nail Spotter. These tools required Finishers to fill a compartment or "box" with the joint compound. Then, by applying pressure, the worker forced the compound out of the box and onto the desired area to be finished. The Nail Spotter is a popular tool still in use today to finish the gypsum board surface indented by drywall nails or screws.

In addition to the changes to the Bazooka taper itself, several variations were developed to use the tools in a variety of interior finishing situations. In 1986 the Minizooka taper was introduced. This was a lighter weight, smaller version of the Bazooka taper intended to be used in hard to reach areas such as closets, stairwells, and small bathrooms, and with its compact size, proved to be efficient for scaffold work as well.

Drywall Finishing History:
1894: Augustine Sacket invents Sacket Board.

- 1924: First Joint Compound
- 1925: First cloth mesh tape
- 1930: Gyp. Board Association forms with 12 manufacturers
- 1939: Ames-"Corner Shoe"
- 1940: Beveled edge sheetrock
- 1945: Ames-"Battery Hopper"
- 1950: Ames-Boxes, nail spotter
- 1953: Ready Mixed compound
- 1957: Ames-"Self Contained Drywall Taper"
- 1963: Fast setting compound



Member Spotlight



Kevin Smith

Kevin Smith and his lovely wife Theresa have been married for 23 years. He has three children; Jason who's graduating from San Jose

State this December, Ryan a sophomore at Skyline College and Morgan, a freshman in High School.

Kevin is a second generation Floor Layer. His father Harold (AKA Smitty) had 44 years in Local #1235, brother Walter is retired from our local and nephew Eric is currently a journeyman. Kevin started his career at Sunset Floors and has been at Hoem & Associates for the past 24 years.

Kevin has multiple certifications such as Forbo and Medintech. Four of the six

Local #12 business representatives and the bay area floor covering instructor have worked under Kevin's leadership. His work has been High Performance/ High Value decades before District Council 16 coined the phrase. He is currently the Foreman on the Mills Peninsula Hospital project featured in the last issue of *The Pride* magazine.

Kevin's hobbies are cardio exercises like cycling and hiking with his wife. He loves to watch the 49ers with his sons and attending his daughter's volley ball games.



Kenneth Dirck

Local 507 is very proud of our retirees. One person in particular stands out. Mr. Kenneth Dirck is Local 507's oldest current member at

85. He joined Local 507 back in August of 1951. Mr. Dirck retired in 1981 after working 30 years for companies like Bud Gallichotte, Cudia Painting, and L. F. Gillen Painting. While at L.F. Gillen, he was a foreman. In 1951 the hourly wage was \$1.87, and the dress code was collared shirts with white overalls.

Mr. Dirck was born in Indiana and at 19 years of age came to San Jose in 1951. While he was working, he was also building his own home in 1956-1957. He is a Christian and helped in

the construction of several churches in the area. The churches were built with Union companies and church volunteers. Upon completion of the Alum Rock Baptist Church, Kenneth married his beautiful Helen in August of 1958 and they have been happily married for the past 52 years. They have three wonderful sons; James, Rick and Bill. Mr. Dirck achievements prove he has been a High Performance / High Value proud Union member of District Council 16 Local 507 most of his life.

This section is dedicated to all Brothers and Sisters



Joe Cardoza

Joe has been a member of Local 1621 since 1978 with over 30 years in the Glazing

Trade. He worked for Walters & Wolf for 26 years and became a Foreman at the age of 23. As a young Superintendent Joe oversaw some major campuses in the Bay Area such as Silicon Graphics and Yahoo. Walters and Wolf had the foresight to invest in their young Leadmen and Foremen back when it was unusual to do so. This experience helped develop Joe into one of the best Glaziers in all of District Council 16. He is currently the Superintendent for Guarantee Glass also working on the Mills Peninsula Hospital project.

His knowledge of the trade and field experience can be matched by very few, and yet he has no problem with passing it on to our young apprentices and therefore benefitting our industry, our employers and our Union.

He is currently serving Local 1621 as a Trustee on the Executive Board.

Joe has been married to his wife Carrie for 23 years. They have two children Danielle and Devin. He is also the proud Grandfather of two. They are Savannah and naturally, "little Joe".



Billy Baxter

William "Billy" Baxter joined Local 567 in May of 1995 as a drywall finishing apprentice. In 2007 Billy was elected as a Trustee of the Local and this year as the

Financial Secretary. To give back to the program that gave him so much, he has worked as a drywall finishing instructor at the Northern Nevada District Council 16 Training Center for the last several years.

Perhaps his greatest act of High Performance/High Value came recently when he and five other members of District Council 16 worked as "Salts" for Midwest Drywall on the new Fernley Middle School. Midwest required our members to get work referrals from the Carpenters

to work on that project. After Billy and the other members signed "Authorization for Representation" cards, DC-16 filed a petition with the National Labor Relations Board seeking an election by the Drywall Finishers to choose the Union they wanted to represent them. His testimony at the NLRB hearing was instrumental in showing that the Carpenters are not the appropriate Union to represent Drywall Finishers.

Great job Billy and we look forward to your next act of trade Unionism!

who best exemplify "High Performance / High Value"

Stanford University is currently building several projects on campus. Stanford Law and the Graduate School of Business are two that are far enough along to have our Painters, Drywall Finishers, and Glaziers on site.



Council News



Left: Speaker of the California State Assembly John Perez speaks at a phone bank for Alyson Huber- State Assembly.
Above: Alyson Huber with VAC participants.

A VAC event in Sacramento at the Florin Road Worship Center has our members installing new finishes. Labor donation is one of the activities available as an event. This



church received new Floor Covering, Drywall Finishing, and Paint compliments of DC-16.



Left: Todd Koch presents Kelsey Rumler with one of the Walter Cantrell Scholarships.
Right: Mathew Dufford receives the IUPAT A.L. “Mike” Monroe and Ralph D. Williams, III Sports Scholarship.



Council News



The STAR Program Awards Event held on September 11th was a huge success. STAR stands for: Skills, Safety, Supervisor and Survival Training Awards Recognition. To qualify your Local needs to be participating in the program; you have to take Mark Breslin's Survival of the Fittest class; you have to have 500 hours of work in the plan year with no lost time accidents; and you have to complete an additional 8 hours of training (in addition to the 8 hour Breslin class), for a total of 16 hours.

Left: Doug Christopher and Tim Davis

Below: Robin Rufino and Mike Cox talk about what the STAR Program means to them.



The STAR Program Awards Event was a family atmosphere with plenty to do for the kids with clowns, face painting and balloon creations.



2010 STAR Awards Grand Prize Winners



Mike Archimedes- Fishing Boat



Paul Witherspoon- 2010 Chevy Silverado



Chris Lade- Family Boat



Miguel Gonzalez- 2010 Chevy Silverado



Angel Sulvaran- 2010 Chevy Silverado



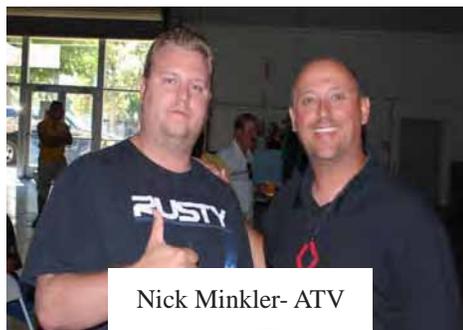
Glenn Dispo- Harley Davidson



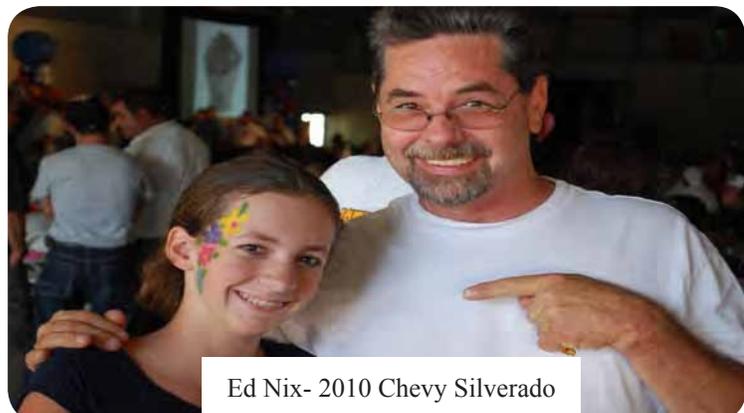
Vasily Makhnovskiy- 2010 Chevy Silverado



Herb Zelaya- Harley Davidson

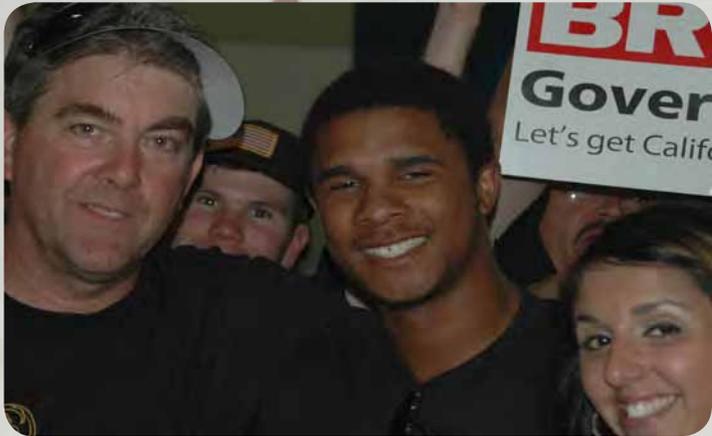


Nick Minkler- ATV



Ed Nix- 2010 Chevy Silverado

Political News

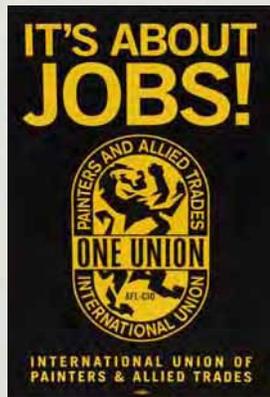


Our District Council 16 VAC is involved in many labor friendly Political events this season. From precinct walks to phone banks, fund raisers, and rallies. One such rally took place on October 2nd in Fresno after the debate between candidates for Governor of California Jerry Brown and Meg Whitman. We had members from every Local in our Council present, and were by far the largest organized group at the rally.



The members arrived on buses from as far as Reno to join the Fresno members in a march to the site of the rally. "It's About Jobs" was our message, and as always the membership of District Council 16 delivered on the promise of High Performance/High Value. We were able to also deliver on an assignment from the International related to the "One Nation" campaign which had similar rallies across the Nation, the largest held at the Lincoln Memorial in Washington DC. Our event was the largest on the West coast with over 400 members in attendance. The members were fed lunch upon arrival in Fresno, and after the events were able to take a tri-tip meal with them for the ride back to their home areas. Although a very long and hot day, the VAC participants had a good time and enjoyed the games and entertainment provided for them on the buses. Thanks to everyone who helped to make this event a success.





Director of Organizing



John Sherak

New NLRB Ruling provides clarification on Bannering

Until recently the Organizing strategy of “Bannering” a neutral party was undecided by the NLRB due to the fact that the Board had only two people left on it from the Bush administration. The Board usually consists of five members and primarily acts as a judicial body in deciding cases related to Labor issues. Board Members are appointed by the President to 5-year terms, with Senate consent, the term of one member expiring each year.

President Obama designated a Chairman in January 2009, and two additional members in April of 2010. Decisions under the previous two person Board were ruled invalid due to the lack of a proper quorum.



On August 5, 2010 the new Board ruled in favor of our Bannering strategy. As Organizers and members who volunteer on these bannering campaigns we need to remember some basic rules. Banner must be stationary and out of the way of the public. Banner holders must not engage in any shouting, blocking, chanting or other types of aggressive or confrontational conduct. Our message on the banners and leaflets has to be truthful, peaceful, and non-obstructive. If you are ever working with the Organizers on a bannering or picketing action please follow their direction. It is very easy to obtain a NLRB charge if these rules and procedures are not followed according to this new ruling.

Prior to this ruling we were in danger of our Bannering actions being determined by the Board as picketing and therefore illegal when directed toward

a “neutral secondary” target. Now we are able to Banner our targets by basically using our first amendment rights of free speech. These Bannering actions have been successful in turning several projects from ones which were originally non-union projects, and now have our good Union members and employers on these same projects. A fairly easy strategy with a great result.

As Organizers we have to be able and willing to adapt our Organizing strategy to the current climate and consider what is working to increase hours and jobs for the members. What worked last week or last year may not be the best strategy for today’s world of commercial and industrial construction.

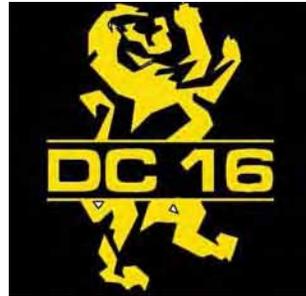
John Sherak
Director of Organizing
District Council 16

Director of Communications

*High Performance
High Value*



*The Members
come first*



I feel very fortunate to have the opportunity to serve as the Director of Communications for District Council 16.

While covering the first annual STAR Awards Event I was touched by a speech from BM/ST Doug Christopher regarding the tragic gas main explosion in San Bruno which severely burned the son of DC-16 Service Representative James Ruigomez, and claimed the life of Jessica Morales. Doug mentioned that we were setting up a trust for the family, and that I was collecting donations. I was immediately swarmed with members and their families who handed me cash, gift cards and in the case of several employers some IOU's. The whole center aisle of the event was packed with people waiting in line to donate to the Ruigomez/Morales Trust. I was completely overwhelmed with emotion and gratitude to the members of District Council 16 who reached into their pockets and collectively donated over \$3,000.00 in about five minutes. Another example of how we roll at DC-16!

Since then we have sent out a communication about the tragedy to all of our affiliates, our partners in the Building Trades and our personal contacts and the response has been remarkable to say the least. 100% of the money is going directly to them with no administrative costs. However monetary support is not the only way you can help the Ruigomez and Morales families. They need our continued prayers and for us to keep them in our thoughts. James has mentioned to me on several occasions that he can feel his Union Family behind him and beside him in these tough times. They will also need our moral support and continued good thoughts for years to come.

We are not the type of organization who waits around to see what others are doing in the wake of such tragic events. I am so proud to be a member of our Council and how we are able to make a difference when someone in our family is in need.

The DC-16 VAC is rolling with authority! Our event in Fresno in support of Jerry Brown for

Governor, was the largest single event in the history of the DC-16 VAC. This event was in conjunction with "One Nation", and the International's "It's About Jobs" campaign. We had over 400 volunteers from as far away as Reno in attendance. Once Meg Whitman came out against Unions in general, we had no choice but to go "All In".



Mike West
Director of Communications
District Council 16

Donations to the Ruigomez/Morales Trust can be sent to:

R/M Trust
C/O District Council 16
2705 Constitution Dr.
Livermore, CA 94551

Ask the BM/ST

Doug Christopher answers questions from the field



Roberto Reynoso-Local 169

Question: I pay a lot of money every week in dues. Where does that money go?

Roberto,

Great question, I'll bet a lot of members would also like to hear the answer to that question. There are hundreds of scenarios that can be used to quantify your answer based upon where you work, which craft or sub-craft you work at and whether you are a journeyman, apprentice or trainee. So I am going to answer the question based upon a journeyman Drywall Finisher, Floor Coverer, Glazier or Painter working in the Bay Area under their respective craft master agreement. We also pay dues in several forms, so for this explanation I am going to lump them all together.

If we were to add it up the Union dues we pay on an annual basis, I know that it adds up to be a considerable number. I figure it for myself each year as any amount of dues we pay in excess of 3% of our adjusted gross income is tax deductible. Last year I paid over \$5,000 in total Union Dues. The question is not only where does that money go, the question should also be asked, is there a value associated with the cost? I will first answer your question as to where the dues money goes and then I will offer my opinion as to whether or not the cost generates value to you the member.

To answer your question specifically, roughly 75% of your dues money goes directly to paying the salaries and benefits of the full time employees of the Union. This would include Business Representatives, Organizers and District Council and Local Union secretaries. The second largest expenditure category is market recovery and the remaining dues money pays for a myriad of other expenses such as the rent and utilities for our offices, affiliation fees to the International Union and other organizations such as Local, State and National Building Trades and Central Labor Councils. Since a vast majority of our dues money is spent on the full time employees of the Union we need to answer the important question, do our elected Business Representatives and Organizers and other staff deliver value to our members? I propose that our Business Representatives, Organizers and staff deliver value to each and every one of our members through our various skill sets. Our skill sets include negotiating, organizing, grievance handling, contract enforcement, market recovery administration, health & welfare administration and pension administration to name just a few. Let me give you some examples of how these skill sets translate directly into benefits for our members. Over the last three years alone our negotiating skills have resulted in a master agreement for each of our four crafts which yielded from \$6.80 to \$9.00 per hour increase in our member's hourly total package wage rate. Over the last eight years we have organized 413 new contractors whom have provided over seven million hours of work to our members. Over the last two years alone our market recovery programs have generated over 300,000 additional hours of work for our members.

So when we ask the value question, keep in mind that non-union dues are paid in the form of a lower hourly wage and lower to no benefits. In our area non-union construction workers make on average over \$15.00 per hour less than Union construction workers and have no representation or continuity in relation to their wages and benefits if they even have benefits. If I was non-union last year and making \$15.00 per hour less, that would have cost me \$31,200. I call that non-union dues and more than likely I would enjoy very little benefits if any. I'll pay \$5,000 to receive \$31,200 anytime anybody wants to make that offer. The answer as to whether or not being a Union member and paying dues has value to you as a member can be answered another way. You would have to agree that if there were more gainful employment available to you wherein you didn't have the burden associated with being a Union member you would probably be working there instead of pondering the answer to this question. So let's not kid ourselves; the Union brings value home to the dinner table! I hope you see the value in Union membership as I do.

Greetings Brothers & Sisters,

We are heading into the November elections and what a critical time it is for working people in the State of California. Meg Whitman and her minions would like to take us back to the “Robber Barons era” where working people could be exploited at will without any protections real or imagined. The elites and well to do are salivating at the thought of doing away with prevailing wage standards so to increase their already bloated fortunes on the backs of the people that made those fortunes possible in the first place. We are facing a critical juncture in that we must stop the drive to do away with hard fought protections

in the form of Legislation that improved the lives of millions of workers in the State of California.

Do we back former California Governor Jerry Brown with his track record of passing legislation that made it possible for the state farm workers to join Unions and helped pass Senate Bills that guaranteed worker protection and safety net improvements? (increase in unemployment benefits) Or Meg Whitman, with her track record of laying-off tens of thousands of workers for short term profit and not caring or giving a damn about the working people whose lives were decimated by such policies?

Let’s not forget that working people motivated by adversity(Great Depression) have won monumental battles that improved the standard of living of all. We need a mass Working Class awakening to ignite the labor movement in the direction of taking back what’s ours by right.

The choice is clear and surrender is not an option, so let’s get to work and not only elect the people that “promise” to help us in Labor but also hold them accountable and make sure that they do once we help them get elected.

In Solidarity,
Jazy Bonilla
Painters & Allied Trades
Local 3

Greetings Brothers and Sisters in the Floor Covering world,

It is hard to believe that autumn is upon us. As many of you know, elections are right around the corner in November. Labor, at this time is backing Jerry Brown for Governor of California, Barbara Boxer for Senate and a host of other Labor friendly candidates. I cannot stress enough to register and vote for working people’s issues and candidates. In my opinion, many politicians have degraded the middle class’ ability to earn our fair share of the wealth of this country. Big business has enjoyed the funneling of our national treasury to the top one half of one percent of people in this country for over thirty years now.

When I was a kid, our household was a one income household. My mother was a stay at home mom by her own choice. We had it pretty good. It’s not so easy now, is it? For me it has been unnerving to watch the wholesale disintegration of the middle class. Our earning power has greatly diminished, our buying power has all but bottomed out, and we’re working longer hours than ever before in the last half a century and that’s if we even have a job. Too many politicians out there want just two classes of people in this country, the working poor, and the ultra rich. There is only one way to combat this insidious trend and that is to get politicians elected that represent our interests and not that of big business and hold them to

task while doing it. Millionaires and billionaires will be just fine. Corporations will be just fine. CEO’s will be just fine. Working people like us need to take the responsible approach by getting involved and making a difference, because we are our best advocates.

I’m imploring all of you to help us to help you by participating in our VAC program, register to vote and actually cast that vote for candidates that believe in restoring the middle class to what it was when I was a kid, if not for us, then for our children and grandchildren.

Fraternally,
Gene Hopkins

Local Union News

Local 83

Brothers and Sisters of Local 83,

It's time again to get out and support our candidates by voting. Make sure you, your family, friends and neighbors get to the polls. The candidates that we are supporting are those who protect our jobs and our standard of living. This year the choices are very clear. The Democrats have the working person's best interests at heart. Now more than ever we need representatives that protect our prevailing wage, our pensions, our overtime and most importantly, our safety.

Local 83 has endorsed the following: For Governor Jerry Brown. For Senator, Barbara Boxer. For Congress, Lynn Woolsey. For State Senate,

Noreen Evans. For State Assembly, Michael Allen. For Sonoma County Board of Supervisors Pam Torliatt. For Mayor of Petaluma, David Glass. Through our VAC program you can get involved in helping to elect these pro-labor/pro-Union candidates. Call Local 83 for more information.

The STAR Awards event was a huge success. Congratulations to the 18 members of Local 83 who earned invitations. All were well rewarded. It was a fun day for the members and their families.

Please keep a kind thought and send your prayers to Business Representative James Ruigomez and his family. His son Joe was badly burned in the San Bruno

fire/explosion. Joe will need lots of support in the coming months with his rehabilitation. They lost their home and belongings as well. Thank you all for your generosity and donations for James and his family.

Congratulations to Sonia our Office Administrator. She had her baby on Sept. 11, a healthy baby boy named Julian. Best wishes to the family.

Once again, register and VOTE! Every vote counts! See you at the Local 83 meetings, 2nd Thurs. every month 6:00p.m.

Fraternally,

Les Proteau
Regional Director DC 16
Local Union 83

Local 169

Hello Brothers and Sisters,

This is our final issue of The Pride for this year so there are several topics I want to be sure to share with you. I know this has been a tough year for many of us. I have heard from members that are in dire circumstances that I never would have imagined missing any work just a year ago. Even those members fortunate enough to have steady employment are impacted by the negative effect that massive unemployment is having on our pension and health & welfare funds. We are not able to change the past, but we do have an opportunity to change the future. Many people throughout the country are trying to lay the blame for the economy at the feet of President

Obama and the Democratic legislature. It has only been two years since he took office and we gave the Democrats enough support to control the House and Senate. I urge everyone to take the time to get involved with the VAC and help support the friends of Labor in their races for office. We can let things happen or we can make things happen. I prefer to make things happen.

Because of the struggles many of us have faced this past year, we will be having a food drive for assisting our members that aren't doing as well. If you can make a donation of non-perishable food or grocery store gift cards in the first week of December, we will begin distributing these to our

members on the Out-Of-Work list on Monday, December 6th. For our members that are out-of-work, be sure to keep the Local informed. You need to call in on the first business day of each month to maintain your position on the Out-Of-Work list.

Don't forget to mark your calendars for the 82nd Annual Local 169 Holiday Party. It will be held this year at the historic Columbo Club in Oakland at 6:00 p.m. on the 3rd of December. Watch your mail for the flier we will be sending out shortly and be sure to RSVP that you are coming.

Work safe, work hard and I'll see you at the next union meeting.

Hello again Members of Local 272,

This issue is coming out a little earlier than normal, due to the elections that will be going on in November. For those out there that may or may not have made up their minds so far, we need to vote the issues and not the party. I hear talk in regards to we need “new blood in these positions”. “We need business people, not politicians to get us out of the hard economic times that we face”.

Remember in 2003, we elected an actor to be the Governor of this state. He was an “outsider”. He stated as much. He was going to go to Sacramento to “blow up the box” and cut taxes. Well, it’s been seven years, and we are

still paying some of the highest taxes in the country, we have a high unemployment rate, and a state budget that is a record eighty plus days late. With that came the state furloughs and he even had the audacity to try to punish the state workers’ for his and the legislators inability to pass a state budget. I do not believe that a “political outsider” can do the job that needs to be done here. We need people in office that will help the working men and women of this council. That’s why I believe we need to vote for Jerry Brown and Barbara Boxer. These two know how to get things done in the political world! They both have a proven track record of looking out for the WORKING FAMILY, not the big money interests groups.

All Members! I need help in the Local with our Volunteer Activist Committee (VAC). I need members to assist me in various activities, whether it be political or Union (picketing, leafleting, etc...) or even volunteer work within the community. Please contact me at the Local, (831)768-6915.

On the lighter side, I would like to congratulate Joe Florence for attending the STAR event in September and coming home a winner. Way to go Joe!

Fraternally,

John Papa
District Council 16 Service Representative
IUPAT Local Union 272

Dear Members,

As you all know the time is drawing near for the General Election and all of the things that you and your family and the brothers and sisters and their families before you have fought so hard to get and maintain will be under the biggest attack since the days of Pete Wilson!!! I am talking about things that we have become so accustomed to that we may be just taking them for granted. Things like taking a lunch break, overtime pay for hours worked after (8) in a day or (40) in a week, and prevailing wage laws which insure competitive bidding between Union and Non-Union contractors on Public Works Projects.

These are just a few things that Meg Whitman has promised to attack if elected as Governor of California, oh let’s not forget her pledge to cut 40,000 Union jobs from the State. If a person just takes a minute to think about those kind of ideas becoming true and how it would affect their family it should motivate them enough to want to get out and volunteer to help get Jerry Brown elected as Governor.

DC-16 is mobilizing its membership to get out and fight to stop these attacks on working people! I would like to thank Frank Salinas for stepping up to the plate to be Local Union 294’s VAC Coordinator. Frank will be working closely with myself and other VAC Coordinators throughout our Council

during this election to ensure opportunities to the Rank and File so their voices can be heard.

There have already been several events supporting Candidates such as Mike Rubio, Henry T Perea, Jim Costa, and Oliver Baines. There will be many more in support of these and other Candidates who support working people’s rights.

Please keep your contact information current with the Local. I look forward to working next to you in this very urgent cause.

In Unity,

Jeffery B Roberts
Business Representative
District Council 16/Local 294

To Members of Local 376,

Let me take this opportunity to introduce Sarah Schulz our new Secretary for Local 376. Please extend your courtesy as she continues to assume more duties and responsibilities to better serve us.

The STAR Awards Event was attended by many. Lots of smiley faces with many prizes won. We are fortunate to now be rewarded for additional training opportunities. If you attended the Breslin class last year and did not qualify, you will not have to attend the class this year but you will still have to requalify this year by taking classes, hours, and no lost time accidents. New schedule of classes are available now.

High Performance / High Value: These are the tools made available to get there, we should have many hundreds of members attend.

I would like to thank all who have committed their time to the VAC. Walking precincts, leafleting, attending fundraisers in our efforts to elect labor friendly representatives. With our efforts it allows us the ability to procure work for the members. Examples are PLA's, bond measures earmarked for construction, code enforcement, maintenance of working conditions, and that is just to name a few. You are respected throughout the Unionized industry and set an example for all to follow.

On a very sad note Brother James Ruigomez, DC 16 Business Representative of Local 913, recently had to endure the utmost tragedy. His son and family were part of the San Bruno Gas Explosion. James has lost his house in the explosion, and his son was badly burned, and lost his girlfriend in the fire. We are all deeply saddened and all of our thoughts are with him and his family. The District Council has setup a Trust Fund, you may contact our Council or this Local Union for donations if you wish. Please keep in contact with the Local Union office and attend local meetings.

Respectfully,
Haden Blaylock
Regional Director DC 16
Local 376

Greetings Brothers and Sisters,

Local 487 members have been working to get labor supported candidates elected by phone banking at the Sacramento Central Labor Council. Members getting involved in political action is what it is all about and we all owe a debt of gratitude to our fellow Union members who step up and give their time to the vitally important cause of putting the people in office who care about us and just as importantly working to defeat the ones who are out to destroy us.

As promised the STAR Awards Event held on September 11, 2010 was to put it mildly incredible. Local 487 members

who qualified upon arrival received a fleece pullover along with a one hundred dollar gift card and while our members paraded wide eyed by the over one hundred and fifty raffle prizes which included boats, motorcycles, trucks, quads, gift cards, and big screens. The kids were having a blast getting their faces painted and watching the clowns inflate balloons and twist and tie them into things like machine guns and elephants. The crowd roared over the music as Business Manager/ Secretary-Treasurer Doug Christopher took the stage and asked for the first five numbers to be drawn. The members then came up and drew for their own prize. In more than one case the member had their children draw the prize and they won the

Chevy Truck. I will never forget seeing a young boy in tears hug his mother after his dad won a truck. What a day!

Local 487's annual Holiday Dinner will be as always held on our regular meeting night in December. You don't want to miss this fabulous meal. Please make plans to attend on Monday December 13, 2010 at the Union Hall and yes guests are welcome.

In Solidarity,

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

Wow! Did you go to the STAR event? September 11, 2010 was the first STAR event. Local 507 had a great day, one of our members, Angel Sulvaran, won a brand new 2010 Chevrolet Pick-up Truck. All members who qualified received two door prizes. Local 507 had members who received \$250, \$500, \$1500, WOW! If you are not qualified for STAR, there is a "Survival of the Fittest" class in February. Do not miss it. Times are tough all over and hours are hard to get. That is why it is necessary for all members to take full advantage of the "STAR" program. The "STAR" program's ability to get the membership better trained is the way to ensure your employability into the future.

VAC Coordinator Jose Espinosa is currently looking for members wanting to improve San Jose. There are many ways to get involved. Xavier Campos of District 5 and Madison Nguyen of District 7 need your help for getting elected and making the city council seats work for all of Local 507's members. Now is the time to get active and change our community for all of us. Get involved politically, phone bank, walk precincts, let us change the future. You can check the VAC calendar at www.dc16iupat.org for future events.

The Local 507 summer picnic 2010 was attended by 182 members and 340 dependents or guests. What a great success. Thanks to all who attended. There was an early bird raffle

at 11:00 a.m. Two larger raffles were at 1:00 p.m. and at 3:00 p.m., this was when the good gifts were raffled IPODs, Wiis, portable DVDs, and LCD TVs. It was a proud moment for me, James Hewett, to present the retirees, Serefin Fontes 25 yrs, Daniel Flack 35 yrs, Ezequiel Villarreal 35 yrs, Genaro Villarreal 35 yrs, Victor Salinas 40 yrs, Lew Martin 45 yrs, and James Kenney 50 yrs, with their certificates and Service Pins. For the children, squirt guns were given to the first 150 who came through the gate. This picnic was our largest and most successful to date.

James Hewett
Regional Director DC 16 IUPAT
Painters & Tapers Local 507

Dear Local 567 Brothers and Sisters,

By now I am sure that you have heard from one of the Union Brothers or Sisters working for the Labor 2010 campaign. This has come as a knock on your door or a ring on your phone. Many voters in Union households have openly questioned why they should bother voting this November. Most of this attitude seems to come from 1) a frustration caused by Nevada having the highest unemployment in the nation and 2) a lack of interest in candidates running for United States Senate and Nevada Governor. I get that. But I would argue that there are local races worth our actions at the polling booth this year.

First, let's talk about the unemployment issue in Nevada. We all know that our economy is based on gaming and mining. That has to change or we will always be first into an economic recession and last out of it. We can not attract new industries to Nevada when we spend the least on education in the nation on a per pupil basis and turn out the lowest percentage of high school graduates. No new industry means little or no new growth. No growth equals no new construction jobs. It is that simple. Public education must be properly funded for our economy to grow.

Second, with both candidates for Nevada Governor saying they will slash the state budget it is hard to see how we can

improve public education or fund public works projects. This slash and burn approach to our state budget can be stopped by the legislature. How do we do that? Vote for the labor endorsed candidates in your Assembly and Senate Districts. You can find them listed, along with candidates for other important public offices, on the letter we recently mailed to you. Can you vote for whom ever you want? Absolutely you may. Should you vote for candidates endorsed by working families? Your livelihood and your child's future depend on it.

Fraternally,

Todd Koch
Regional Director

Local Union News

Hello all,

We had the first STAR award reconization event on September 11, 2010. I'm here to tell you it was a great time by all present. Glaziers Local 718 participants that qualified received some great awards including a Chevy Truck, Harley Davidson and the grand prize a Bass Fishing Boat. The awards are a bonus if you ask me; the real reward is the TRAINING you receive when you take one of the many classes. The STAR program has started over again on July 1, 2010 so sign –up for the classes. The requirements to qualify are the same as last year. They are as follows: You must complete 16 Hours of STAR training, you must have attended Survival of

the Fittest Training ,You must work at least 500 hour toward the STAR Program during the training year, You must not have suffered a work related lost time injury or illness during the STAR Training year. If you have already taken the Survival of the Fittest Training you do not have to repeat this class. There are changes each and every year on safety and regulations that affect our jobs. The training at the STAR program will keep us on the forefront, and the High Performance /High Value workforce we are. This year there is a limited schedule for the Survival of the Fittest classes so go to the website and register at www.dc16star.org or if you need help call (510) 782-STAR.

As we enter into the Election cycle this year try to make an effort to do a VAC event. The VAC calendar on the District Council's website has many dates and the type of event happening. I understand that everyone's very busy, but supporting those that help us in the Labor Movement is something that will benefit us. So check the DC16 website or call the Hall and we will get the info to you.

This will be the last article for the year, so I say I hope everyone has a Safe and Happy Holidays.

Work safe.

Mark

Greetings Brothers and Sisters,

Local 741 would like to introduce Volunteer/ Activist Committee Coordinator Steven Schmidt. Steven has stepped up and agreed to take on the hard work and responsibility that the position demands. We will be working hand in hand with the Contra Costa Central Labor Council to elect the candidates and enact the policies that benefit our members and create work. We walk precincts, which means we walk door to door, delivering reading material and talking to people face to face to further our candidates and our cause and we phone bank, calling as many labor friendly voters as possible in an effort to get out the vote.

Through your efforts, local and national politicians recognize and appreciate the influence of District Council 16 and they listen to us.

I am honored to be working closely with the Jerry Brown campaign attending events and helping to mobilize our District Council 16 VAC.

In the industrial field, painters with the T.W.I.C. card are in high demand. A Transportation Worker Identification Credential (TWIC) is a biometric credential that ensures only vetted workers are eligible to gain unescorted access to secure areas of a Maritime Transportation Security Act regulated port or vessel. Most refineries and industrial sites

located on the ocean, bay and rivers will require workers to have a TWIC card to gain entry and employment. At this time workers with a TWIC card are at a premium. Obtaining a TWIC card would make any painter more employable immediately. TWIC cards are issued through the Department of Homeland Security, Transportation Security Administration. To obtain a TWIC card go to <http://twicinformation.tsa.dhs.gov> to register and find an enrollment center near you.

Richard E Kennessey
Business Representative
District Council 16/Local 741

Members of Local Union 767,

I want to thank all the members who have updated their personal information. Having good information on a member helps us when we need to get in contact with you, or get information to you. The best way to get your information to us is to call either Janet or Celina at (916) 393-2742. If you are currently not working be sure and call in on the first working day of the month to maintain your position on the out of work list. Also, if you go to work for another employer, or your previous employer, you need to contact the Local for a new dispatch.

I hope that by now all of us have registered to vote. Now

more than ever it is time to roll up our sleeves and get to work on a campaign plan. It's time to educate, and mobilize Local 767 and our family members in an out reach to labor friendly candidates. Just a few items to consider. Jerry Brown created 1.9 million jobs as Governor. He will create a half-million clean energy jobs. Jerry Brown signed bills to require Prevailing Wage be paid on public jobs, and he supports California high-speed rail and the 450,000 jobs it would create. Meg Whitman plans to cut 40,000 state jobs. She would eliminate daily overtime pay and guaranteed meal breaks. She also opposes Project Labor Agreements, and The California high-speed rail. These are just a few items to think about. There should be

plenty of flyers and information on this subject at either the Labor Council or at our Local Union office.

I would like to introduce our new VAC Coordinator, Cade Abbott. He is a Journeyman Glazier and is very motivated and dedicated to making our VAC program a success. The month of October already has many scheduled VAC events. Between now, and the November 2nd Election Day, I hope to have seen you at many of these events.

Fraternally,

Tom Whetstone
Business Representative
LU 767/District Council 16

To the Members of Local 913,

I am writing this article in the aftermath of the horrific San Bruno explosion which befell my family and me, as well as, many residents living in the affected area. If I have learned anything from this experience, it is that life is fleeting, nothing is certain and the unexpected can happen anytime and anywhere. My family and I are coping with the devastating effects the blast caused severely burning and injuring my son, however, we are grateful to you for the thoughts, prayers and other tangible expressions of concern. Your outpouring of support has been overwhelming and I will always remember and appreciate your kindness and generosity to my family and me.

We are soon approaching the fourth quarter of this year. Please remember that your dues are due at the beginning of the quarter. I realize that with the scarcity of work, finances are strained leaving little room for many financial options. However, I encourage you to do your best to keep your dues and your contact information current with the Local.

During the month of July, beneficiary cards were mailed to many members, with a letter, requesting they be completed and returned. In most instances, these were sent because there was no updated record on file. I urge you to please complete the information on the card, and return it to Local Union 913 as soon as you can.

The race for Governor, of the State of California, and other state-wide elected offices will be culminating in November. Please participate in our DC-16 VAC in the final days prior to the election. Information can be obtained from Local Union 913 or on the DC-16 website under VAC calendar of events.

In closing, please remember to attend your Union meeting. It is held the first Wednesday, of every month, at 6:00 P.M., at the Union office, 555 De Haro Street, Suite 280B, in San Francisco. I look forward to seeing you there.

Fraternally,
James Ruigomez
Business Representative
Local Union 913

Local Union News

Members of Local 1176,

Hope all is well during these bad times, some work is picking up and maybe it will get better for our members.

Just to let the members know out at Kelly Moore your medical was increased to \$ 120.00 per month, the Union is in negotiations with the company over the increase, hopefully we can come to some kind of settlement to help with the increase, instead of the members paying for it all. I will keep you posted.

For the workers at BAE the meeting we had I thought was very helpful. The information that was given to me by all of you over the overtime issue and other concerns was very helpful.

I will meet with the company and Carlisa your steward to resolve them and will come by to report to you the outcome.

Just to let the City painters of San Francisco know that the city is trying to implement new policy without negotiating with the Unions. Meetings are now being scheduled to address these concerns and I will keep you posted.

For the Sacramento Parking and Highway Painters I will be up there again to start negotiations over the "me too" clause that I got implemented into our terms of agreement. The Local 39 agreement didn't have to give up as much wages as our Local. I will ask for all that back since June 19, 2010.

For all the members information the new check-off dues will be implemented very soon. I will be out to your employer's offices to assist them with any help they might need over the new dues structure. If you have any questions feel free to call me.

Our Local meetings are on the third Tuesday of each month at 5:30 pm.

Jose Santana
Local 1176
District Council 16

Dear Members,

Over this last year some difficult decisions have been made that affect the entire membership of District Council 16. The Boards of Trustees empowered to make decisions are fiduciaries to the Trust Funds, which means they can only act in the best interest of the Funds participants and cannot take advantage of their position for their own benefit. The Boards are made up of Labor and Management which is required by law. With an improved economy, additional hours worked and positive investment returns, the Trust Funds hope to make a recovery which in turn improves benefits.

Work for the balance of the year will be sporadic at best;

I have spoken with Business Representatives out of Oregon, Washington (DC5), Los Angeles (DC36), and Colorado (DC15) and they are all experiencing the same economic climate.

We thank those of you who participated in the numerous VAC events during this last year. Many of you stepped up and helped our labor friendly candidates during the Elections. We also thank those of you who participated in the "It's About Jobs" bus trip to Fresno. Your participation in these events makes the VAC a success. Welcome Brother Dave Figlietti. He has agreed to be the VAC Coordinator for Local 1237 and has shown to take on this position seriously and with enthusiasm.

The Sacramento Locals are putting together a member driven motorcycle club to participate in various functions in conjunction with the VAC. Give your VAC Coordinator a call for information.

This year's Holiday Party will be held on December 7, 2010 at 6:00 p.m., please RSVP early.

As a reminder to the membership, a portion of the IUPAT oath of obligation states as follows: *"I will make all possible efforts to attend the meetings, and will pay all dues and assessments levied in accordance with the laws"*.

Vince Echeverria
Regional Director
District Council 16

Local 1176

Local 1237

Members of Local 1621,

I would like to congratulate the Local 1621 softball team that plays at Twin Creeks for winning First Place in their division. Great job guys!

The Glaziers annual picnic at Raging Waters was a huge success! Three hundred and sixty five were in attendance. Members and their families enjoyed great food, drink, raffle prizes, camaraderie and the wet and wild rides in the park all day long. The kids loved having the balloonist creating a special gift just for them.

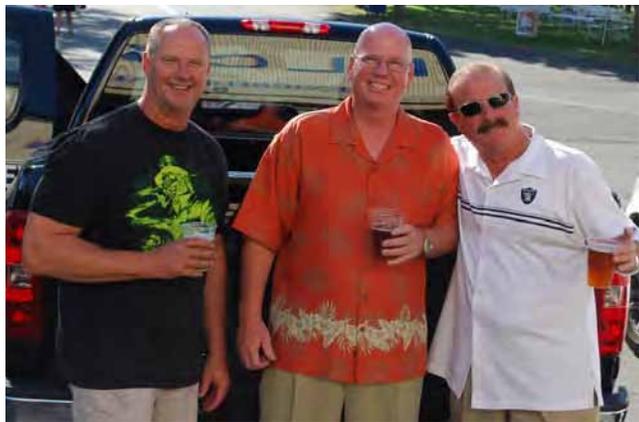
With all of the political issues that we face, such as the lack of jobs and the high cost of living here in the Bay Area, getting

involved with your V.A.C. is one of the smartest things you can do for your own personal bottom line. Political pressure is one of the only ways you can protect yourself from lower wages and the pressure from special interest groups used on Capitol Hill to increase costs to workers like yourself. Here in San Jose, Mayor Reed is trying to lower, or get rid of all prevailing wage work. That means that if we sit back and watch you will be working for less than the posted prevailing rate. So we must get active and help with School Board races as well as State and City Council races. Don't let others influence your life, help to influence your own. So please get involved if you are not currently participating. For those of you that have helped

us get to where we are today, I would like to thank you. All of you who helped get out the VOTE, and became active participants in our Voluntary Activist Committee assisting with phone banks, precinct walks, lawn sign postings, etc. is much appreciated. Thanks again for all who helped and we look forward to your continued support.

Keep your contact information current with the Local, and if you are out of work, call in on the first working day of the month to maintain your position on the list.

Fraternally,
Stephen Huckaby
Business Representative





District Council 16
2705 Constitution Drive
Livermore, CA 94551

