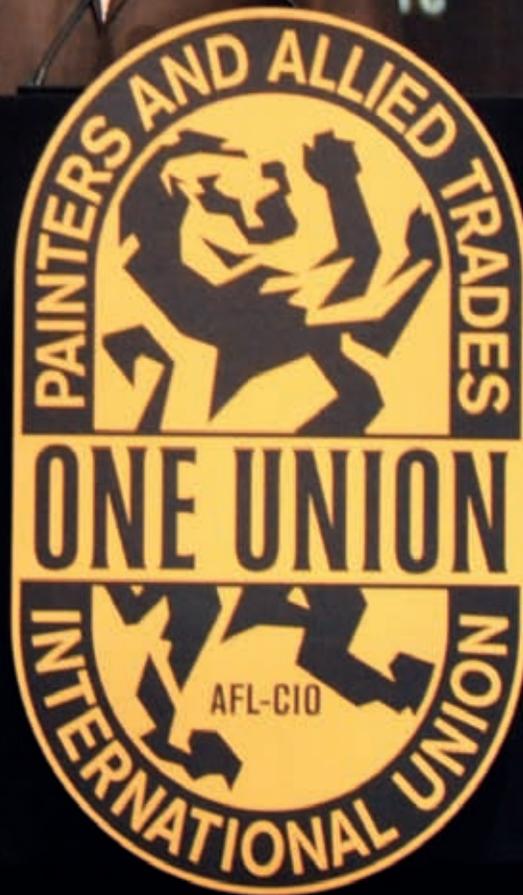




The Pride

September-December 2014

The Home of High Performance / High Value Finishing Craft Workers





**Guy West Bridge-
Sacramento**

**On the cover:
General President
Kenneth Rigmaiden
speaks at the IUPAT 31st
General Convention**

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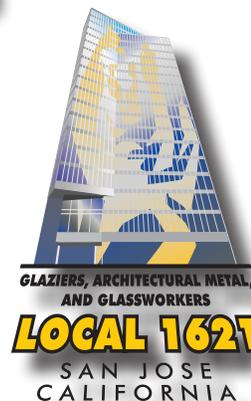
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DISTRICT COUNCIL 16
THE HOME OF
**HIGH PERFORMANCE/
HIGH VALUE FINISHING**
CRAFT WORKERS

HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



Chris Christophersen
Business Manager/Secretary Treasurer
District Council 16

**WE HAVE BEEN
CHALLENGED AND
WE ACCEPT THAT
CHALLENGE!!!!**

Those were the exact words that were echoed during the IUPAT 31st General Convention held in August of this year in Orlando, Florida. General President Kenneth Rigmaiden announced a new **BOLD FUTURE** for

the IUPAT and challenged General Vice President at Large, James Williams Jr. in charge of the Organizing Department to grow our membership by 30,000 members in the next 5 years and Mr. Williams on behalf of all of us accepted that challenge. Mr. Williams even went further and reminded everybody that organizing is not a department within the IUPAT or our District Councils but it is our mission within the IUPAT and District Councils.

“Our contractors will play an important role in where and how to proceed in markets where in some cases we are nonexistent.”

So here’s the question, how do we accomplish these goals? I believe the answer is, we have to get back to basics and that means we have to be aggressive in growth and opportunity in

our traditional crafts and markets and at the same time we need to take a look at where we have been unsuccessful in the past and devote our resources and manpower to evaluate where we may have future opportunities. Here at District Council 16 your leadership team has already held informal think tanks on where our resources would better serve our members, and by the way these meetings will be offered to include our contractor partners. Our contractors will play an important role in where and how to proceed in markets where in some cases we are nonexistent.

One of several examples would be the floorcovering craft in our Fresno market; we literally have one contractor performing floorcovering work in one of the largest geographical markets in our jurisdiction. We need to partner with a reputable existing signatory contractor and re-enter that market, survey who is performing most of the private and public works jobs and evaluate what it is

going to take to recapture our work from the non-union sector. Another area we are looking at is the industrial painting sector including shipyard repair. We are currently in negotiations with our shipyard in San Francisco and a potential shipyard contractor coming to Mare Island in Vallejo and possibly in Alameda. Industrial members will play a huge role in our growth as well, I just got word that one of our largest manufacturing plants, Gillig Corporation is building a brand new bus manufacturing facility in Livermore, CA which currently employees 50 automotive painters from Local Union 1176 with the potential of sizable growth.

These are just small examples of what we will need to do to grow our market share and members in the next 5 years. All these things that we will attempt to do on behalf of this organization and members will not happen without a cost. I am going to ask this membership to increase our contribution allocations in 3 areas over the next 5 years. Organizing, apprenticeship and market recovery as all these things link together. Without these valuable tools we might as well be standing still and watching

opportunities being lost in which we cannot afford to do as Union density continues to dwindle across this nation.

“It is time to reinvest in the hiring of more instructors and state of the art equipment to keep us at the cutting edge of our industries.”

As I mentioned previously in order to have growth in Fresno we will need to hire a full time organizer to assist Business Representative Jeff Roberts in accomplishing our plan in not just floorcovering but in all crafts. I also would like to hire 3 new organizers to work in areas that we and our contractors have established to have the most potential for growth in the next 5 years and I will not be able to accomplish that without your commitment. Our apprenticeship program is running at full capacity and our instructors schedules are running the same. It is time to reinvest in the hiring of more instructors and state of the art equipment to keep us at the cutting edge of our industries. The only problem in doing so is that we are

running on a breakeven budget and that has to change in order to continue to make us the most valuable craftsmen in our trades. One of the biggest tools we have to regain market share is our market recovery approach. Alongside our organizing department, this is the very tool we use to determine who is a viable target and how we approach them to become a signatory contractor and gain working hours for our members at the same time.

I know that our members have been waiting for over 3 years to receive their increases that are due, and I appreciate all of your efforts in realizing what had to be done in those hard times and you are to be commended for that. I also need our members to understand that we cannot get comfortable with what we have. We must keep pushing forward in order to prepare for what is in front of us and alongside our International leadership we can accomplish exactly what is needed to prosper for our families.

Fraternally,

Christopher Christophersen Sr.
BM/ST
District Council 16

Director of Service



Les Proteau

Brother and Sisters,

By now, we are all seeing the increase in work opportunities that are here or will be in the near future. This increase in hours worked has ended the deferred clause in the Glazier and Floor Layers contracts. The Drywall Finishers did not reach the hours needed to end the contract so that one will roll over for at least another year.

Glaziers and Floor Layers get ready! In your upcoming Local Union meetings you will be discussing the future contracts and what changes or improvements you would like to see. I can't stress enough how important it is for you to attend all your Union meetings.

But for now, it's the usual fall to winter slowdown. We all know it's slow in the construction industry when

winter is coming however, this time it isn't as bad as we have seen in the recent past. If you're working great, but if you're not working then get out there and let the employers know you are ready, willing and able to go to work. You can get a list of contractors from

“Glaziers and Floor Layers get ready! In your upcoming Local Union meetings you will be discussing the future contracts and what changes or improvements you would like to see. I can't stress enough how important it is for you to attend all your Union meetings.”

your Local Union then get out there. Let the contractors know that you have the desire and the persistence to not only get that job but that you will be a good reliable worker. Keep working on upgrading your skills, keep your certifications up to date and put those STAR classes to work for you. To be successful you need to be on top of your game.

I am sure you already know by the mailers and phone calls it's get out and vote time. Not only you, but your family, neighbors, co-workers and anyone you know. If you haven't yet you more than likely will be working on a Project Labor Agreement (PLA) job. These PLA's are voted on and passed by County Supervisors, City Councils, School Boards and other public and private agencies who are elected to these boards and agencies by the public. If we can elect candidates who will vote for and support PLA's and prevailing wages in all areas it levels the playing field for our contractors and creates more job opportunities for you. So make sure you are part of the solution to get you and your family and friends involved through VAC activities like phone banking, precinct walks and supporting labor candidates and bond issues that support us. Contact your Local Union for information on how you can get involved.

Treat each other with dignity and respect for you are the best of the best.

Les Proteau
Director of Service

Remember not voting is a vote for the opposition!

Director of Organizing



John Sherak

With a high number of construction projects still being done non-union, the DC 16 Organizing Department has been very busy fighting to protect our industry. We do this in many different ways: From first amendment campaigns, enforcing prevailing wage laws, stripping skilled non-union employees working for our non-union competitors and all other aspects of organizing.

Our membership helps us in our organizing campaigns by supporting us with banner, passing out flyers and picketing. One of the most effective tactics still used regularly by your District Council is picketing. We have great success in shutting down projects that are using non-union contractors performing our work. The San Jose Downtown Health

DC-16 Organizing Department outlines job actions and strategies that have proven to be effective in fighting for our jobs.



Center is a project we have picketed three times so far and will continue to have labor unrest each month until the project is complete. The Santa Clara / San Benito Building Trades Council has been working very hard to assist us in this ongoing labor dispute. DC 16 first picketed this project back in July. Flint Construction then two gated the project hoping to control our actions. However, even though the project was two gated we have been highly successful with all the other Union tradespersons honoring our picket line. Thank you to all the men and women that have continued to support us on this project. This is a great example of why Unions need to stick together and stay united to fight the non-union contractors who are trying to lower our area standard wages.

Definition of the two gate system: *A procedure that serves to isolate a protesting Union from the use of all the entrances of a project while picketing and allows neutral contractors or Union contractors to continue to work during sanctioned labor unrest.*

There are plenty of opportunities to get involved with DC 16 organizing campaigns if you would like to help out. Picketing, banner and protesting with DC 16 representatives are VAC authorized events so call your local union organizer or VAC coordinator for upcoming actions. Join in the fight!

John Sherak
Director of Organizing
District Council 16

Director of Training



Alex Beltran

Congratulations to all the New Journey Workers that recently graduated. Our Apprentices of the year, Drywall Finisher Francisco Chong, Floor Coverer Keith A. Byrd, Glazier Jose L. Cisneros and Painter Hamood Nasser. We wish them the best of luck as they set out on a new journey towards the future of their crafts.

We would like to thank the Finishing Trades Institute of the International Union of Painters and Allied Trades (FTI) (IUPAT) for the recent grant of \$99,865.00 towards the purchase of all necessary equipment and materials to train in Synthetic Turf. Over the years the FTI has come through for us by helping provide money towards our blast and Spray booth, Skylights, Total Station equipment to start our training and not to forget all the training to keep our Instructors up to date with the new technology. To the FTI's Team on behalf of DC 16 JATTF, we thank you for all you have done.

The Floor Coverers just completed Armstrong training of

which included a certification and a re-certification class. We also offered a NORA class October 22nd & 23rd. Early next year we will be hosting two more Armstrong classes, one in Sacramento and the other in San Leandro. Please call the Training Center if you wish to enroll. We have been working with Traxx Corp. to set up training on the Kool Glide Irons. Attend your meetings for the upcoming training dates.

“We wish them the best of luck as they set out on a new journey towards the future of their crafts.”

The Painters have been working on putting together some Forbo Wall Covering Training. We look forward to setting up some classes in the future. If you're an Industrial Painter and have not completed your CAS certification please call our office for enrollment instructions. The deadline is approaching. Please keep in mind that this certification is required on many jobs. In Hanover, MD Robert Williams will be attending NACE training. This offers us the opportunity to not only train our members, but it allows us to identify bad jobs on projects.

The Drywall Finishers have been out on projects working with Habitat for Humanity and Rebuild Together. Projects like these offer the Apprentices a sense of accomplishment in not

only helping the community, but honing their skills toward High Performance/High Value. We still have ongoing classes and if you're an Apprentice or Journey Worker that would like to spend time perfecting your skills please give us a call.

NCCCO Crane Signal-person certification course

The Finishing Trades Institute (FTI) has established a partnership with the National Commission for the Certification of Crane Operators (NCCCO) to offer a Signal-person Certification course. Ben Petersen has completed this certification course and is working toward the NCCCO Practical Examiner Accreditation. Upon completion Ben will be able to train and test DC 16 Members so they possess a certification in crane signaling (both hand signals and verbal) that cannot be legitimately contested in the workplace. This will place our workers in a position to challenge the previous dominance of others in the lifting of our materials on the jobsite.

We are the “Best of the Best”.

Alex Beltran
Director of Training
District Council 16

“People don't care how much you know, until they know how much you care.”

Theodore Roosevelt

Director of Communications

High Performance
High Value



Rule # 1
The Members Come First



Mike West

Here we are just days before the election and the turnout is expected to be very low. It's not a Presidential election year and there are some who still wonder why they should bother to vote or volunteer for any political action events here in DC 16. After all, what have the Politicians or the Union done for us anyway?

Well, first of all, with all the National attacks on Unions in general from billionaires bent putting an end to Unions, we here in California are very fortunate to have a Governor and a legislature who knows the value of keeping a strong middle class. Our ability to survive as Unionized Construction trades with decent wages, benefits and the ability to someday retire with dignity is not an accident.

We are more engaged with Politicians on issues that effect our members and working families in general than at any other time in our Councils history. These types of conversations along with some

serious activism by Labor Unions have produced some trends that turned into Political pressure and eventually laws that we now take for granted.

Below are a few examples of accomplishments that Unions and politicians working together achieved and then have worked diligently to protect for decades.

The Weekend: In 1870, the average work week for most Americans was 61 hours, almost double what most Americans work now. Yet in the late nineteenth century and the twentieth century, labor unions engaged in massive strikes in order to demand shorter workweeks so that Americans could be home with their loved ones. By 1937, these labor actions created enough political momentum to pass the Fair Labor Standards Act, which helped create a federal framework for a shorter workweek that included room for leisure time.

Unions Helped End Child Labor then States followed suit: The very first American Federation of Labor (AFL) national convention passed a resolution calling on states to ban children under 14 from all gainful employment in 1881, and soon after states across the country adopted similar recommendations, leading up to the 1938 Fair Labor Standards Act which regulated child labor on the federal level for the first time.

Employer-Based Health Coverage: The rise of unions in the 1930's and 1940's led to the first great expansion of health care for all Americans, as labor unions banded workers together to negotiate for health

coverage plans from employers. By 1950, half of all companies with fewer than 250 workers and two-thirds of all companies with more than 250 workers offered health insurance of one kind or another.

The Family And Medical Leave Act: Labor unions like the AFL-CIO led the fight for this 1993 law, which "requires state agencies and private employers with more than 50 employees to provide up to 12 weeks of job-protected unpaid leave annually for workers to care for a newborn, newly adopted child, seriously ill family member or for the worker's own illness."

The Davis Bacon Act of 1931: Republican Senators James Davis and Robert Bacon co-sponsored this law in reponse to labor unrest from within their districts where workers came in from another region and undermined the area standard wages. The law establishes the payment of prevailing wages on any public works projects. This law is a popular target for repeal and we count on our friends on both sides of the aisle to preserve this great law.

We are currently working with our lobbyist and legislators on several projects which would benefit our crafts specifically as well as broader issues which effect all Union Building Trades Members in California.

Get out and Vote and consider volunteering for your District Council. You may even be a part of helping us grow membership, market share and make an impact that lasts long into the future.

Mike West



Dana Roach

Dana Roach is 35 yrs old and enjoying his employment as a Floor Preparation worker. He is approaching a year of being

employed with D.S. Baxley out of Livermore, CA. Since his date of initiation, Dana has been working everyday and getting hands on experience. Dana presently has an uncle and cousins in the trade also. In his first weeks of employment he was making deliveries, picking up material, and learning the different tools of the trade. Thereafter, he was introduced to the Floor Prep Division and has been doing well.

Dana was raised in a Union household, his father is a member of Sheetmetal Local 104. He joined the Army at 18 years of age and served 12 years, 3 tours of duty in Iraq in the Military Police. While filling out the

paperwork to join Local 12 Dana stated, "This is like joining the Army all over again."

In October, he will be sent to Rockford (Knoxville), Tennessee where SASE has one of their training centers. SASE Company specializes in concrete grinding, polishing, scraping etc. This training will not only benefit Dana, but the Employer as well.

In his spare time Dana likes to play softball, work out, and enjoys the companionship of his female pet boxer Zoi.

Thank you Dana Roach for your services to our country and our Union.



Juan Bonilla

Juan Bonilla has been a member of Local Union 272 as a Painter for seventeen years. Juan started out as a Pre-

apprentice and worked his way up to Journeyman. He has worked for Northern Design, AIC and for the last ten years has been working for George Masker Co., currently working at the new Stanford Hospital project where he is a Foreman/Leadman.

Over the years, Juan has taken the "High Performance / High Value" motto of the District Council to heart, and has attended numerous VAC events, STAR classes such as SCT 1 & 2 and constantly striving to be the best that he can be. He has always been available when the local needs him with any assistance.

Juan is an officer of the local and has been a delegate to the District Council for over eight years. He came to this local following two other brothers; Pedro, who has since left the trades, and Alberto, also a Foreman / Leadman working for City Painting.

He has been married for fifteen years to his wife, Ariceli and has three children. He also has two nephews, both of them in our Apprenticeship programs as Painters. All of them are members of Local Union 272.



Juan Rosales

Brother Juan Rosales, affectionately known as (Ducky or Chunky Monkey) originally joined Local Union 294 as an Apprentice in December of 2006. Unfortunately Juan was a victim of a violent

crime that forced him out of the Union in 2007. When Juan recovered from his injuries and was able to return to work in 2009 he completed his Painting Apprenticeship, excelled as a Journeyman and began to run work for his Employer, William B Saleh Company. Juan is engaged to Nellie Romero. He is a card carrying member of the National Rifle Association and enjoys the outdoors, especially fishing. Juan is also an avid fan of the Dallas Cowboys; try not to hold that against him.

Juan became active in the Union by attending Union meetings, volunteering through the VAC, and participating in the STAR program. Juan then developed an understanding of how important it is to be active in your Union. He

ran for, was elected and currently serves as a trustee on the Local's Executive Board. He also was elected as a delegate to the recent 31st General Convention of the IUPAT where he developed a better understanding of how we as a Union must move forward and recapture market share.

Juan's favorite moment at the 31st General Convention came while listening to a quote from one of our greatest Labor Leaders Mr. Bill Lucy. "A blind man asked Saint Anthony, is there anything worse than losing your eyesight? Saint Anthony's reply was yes losing your vision."

Thanks for all you do Juan and please never lose your vision!



Mario Sanchez

I would like to introduce Mario Sanchez who has been with District Council 16 Glaziers Lo-

cal 767 for about 2 years. Mario works for United California Glass and Door and is a Roll-Up Door technician. As a Roll-Up Door Technician he builds custom gates, services roll-up doors and does a little Glazing work. Mario is very active with the VAC and is the Financial Secretary for Local 767.

Mario has been happily married to his wife Elsa for 5 years. Mario and Elsa have 2 children and live in Elk Grove. Mario's oldest son plays high school football at Consumes Oaks High School. Mario and Elsa also have a three year old daughter named Samone and are expecting their 3rd child soon.

When Mario isn't working, some of his hobbies include; golf, working on his house and spending as much of his free time with his family. This year at the 3rd Annual Local 1237/767 picnic, Mario and his nephew Robert won the Horse-shoe Tournament.

High Performance / High Value is the culture Mario lives up to. Mario's work ethic is outstanding and he is a leader in his field. His commitment to education and his positive attitude makes him a great mentor and a future leader.

who best exemplify "High Performance / High Value"

Political News

The following is a list of California State Constitutional Office Candidates and State-wide Ballot Measures that are endorsed by the State Building and Construction Trades Council of California.

State Constitutional Offices

Governor	Edmund "Jerry" Brown
Lieutenant Governor	Gavin Newsom
Attorney General	Kamala Harris
Treasurer	John Chiang
State Superintendent of Public Education	Tom Torlakson
Secretary of State	Alex Padilla
Controller	Betty Yee
Insurance Commissioner	Dave Jones

**See the DC16 VAC
Calendar for
Election
Volunteer
opportunities!**

www.dc16iupat.org

**Vote
on November 4th for
candidates who
support working
families!**

Board of Equalization

District 1	Chris Parker
District 2	Fiona Ma
District 3	Jerome Horton

Statewide Ballot Measures

Proposition 1 - SUPPORT	Safe, Clean, Reliable Drinking Water Supply Act
Proposition 2 - SUPPORT	State Budget Stabilization Account (Rainy Day Fund)
Proposition 45 - OPPOSE	Insurance Rate Regulation
Proposition 48 - SUPPORT	Indian Gaming Compact (North Fork Rancheria)

PROP 45 BAD

for UNION HEALTH CARE PLANS

- Puts *too much power* in the hands of one politician
- **Hurts Covered California**
- **Unfair power grab**
- **Opposed by California Building Construction Trades Council**
- **Opposed by dozens of other labor groups**



Support Labor.
www.NoOn45.org

**VOTE
NO
ON 45!**

Paid for by No on 45 – Californians Against Higher Health Care Costs. Major funding by Kaiser Foundation Health Plan, Inc., Wellpoint, Inc. and Blue Shield of California with a coalition of doctors, nurses, hospitals, health plans, and California employers. 1215 K Street, Suite 2260, Sacramento, CA 95814 | 866-676-8156

Council News

The 31st IUPAT General Convention in Orlando, Florida brought together Delegates from throughout the United States and Canada charged with the task of electing a General President, a General Executive Board and then to set the course for the next five years. After election without opposition, General President Kenneth Rigmaiden of DC16 Local Union 12 set our agenda towards a **BOLD FUTURE**. Increased market share, impact and 30,000 new members in the next 5 years is our mission. It will require a combined effort of the IUPAT, the District Councils, Local Unions, FCA, LMCI, FTI, Management Associations, our Employers and most importantly the Members.



Council News

The annual PATCH Golf Tournament was a record breaking fundraiser to benefit kids in need. It was an amazing event in which we were able to raise \$26,528.00 towards The Painters and Allied Trades for Children's Hope Foundation. PATCH helps to better the lives of children in need throughout North America. The PATCH Foundation has given over 1 Million dollars to youth organizations throughout the United States and Canada. We sincerely missed our good friends Dick Johnson and Shake who passed and were honored at this year's event.



The Walter Cantrell Scholarship essay contest had many thoughtful essays submitted of which 5 were selected by a committee without the knowledge of the author, their parent or Local Union. The essays are judged on the content and if they followed the topic and criteria for word count and essay deadline. From left to right: Marisa Galindo (accepted by her father Cutberto Galindo); Jacob & Sarah Balster-Gee; Megan Rogusky and Eduardo Valencia Garcia. Thanks to everyone who submitted an essay and the committee members who donated their time to evaluate the essays.



Council News

The STAR program continues to grow each year in both participation and training opportunities for our members. This year's STAR awards event had 752 qualifying members and including family we had 2,379 total participants. The kids enjoyed face painting, a rock wall, "walk on water" and bounce houses etc. After the great BBQ lunch the raffle was held with over 200 prizes from gift cards to Trucks, Harley Davidson Motorcycles and ATV's to name a few. Just by qualifying and attending, members received a \$100.00 gift card, a shirt and some beach towels, so everyone was a winner. This is all on top of the value of the training received in your two classes. Tim Davis, his staff and volunteers always do a fantastic job in planning and running this event and the STAR program in general.



Grand Prize Winners (left to right) Nick Wilde; Yauheni Piatrouski; Adam Reyes and Aaron Herman.



In September we hosted a tour of the DC 16 Training Center in San Leandro for candidates running for office in the greater Bay Area. They were able to see apprentices applying their craft skills in the training center environment. The feedback we received from the 12 candidates who participated was very complimentary and they took the opportunity after the tour to thank the Delegates of District Council 16 for our support in their campaigns.



The 2014 Graduating Apprentices were honored at Scott's Seafood in Jack London Square, Oakland. Congratulations to all of the Apprentices on this great achievement and good luck as Journeymen in your respective crafts. The Apprentices of the Year are pictured below from Left to Right: Keith A. Byrd; Francisco Chong; Hamood Nasser and Jose L. Cisneros.



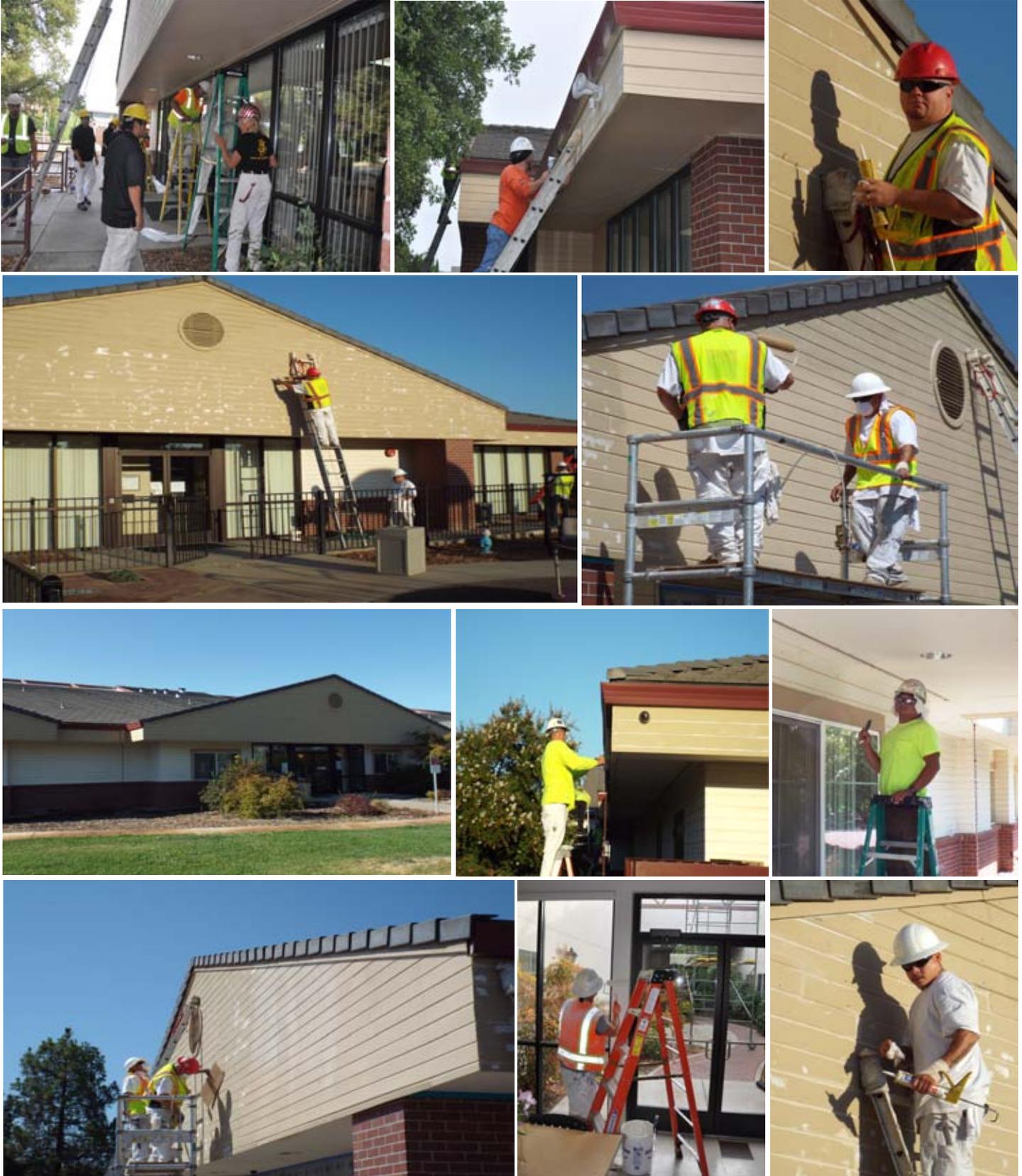
Rachel Wagner (below left) is a recipient of the IUPAT's Raftery Scholarship. She is with her father Ted Wagner who is a former Business Representative for DC 16 Local 12 and to her right is one of the current Business Representatives for Local 12 Gene Hopkins.

We attend fundraisers in support of candidates who are aligned with the values of working families. Susan Bonilla (below) is running for re-election in the State Assembly and Julina Bonilla is running for Peralta Community College Board. Although they are not related, they share the support of District Council 16.



Kiwanis Family House

DC 16 deployed members from the Painters Apprenticeship and Job Corps programs to the Kiwanis Family House which is a non-profit facility on the campus of UC Davis Medical Center. We began a month-long effort to repair and paint the exterior of the Kiwanis Family House in August. Kelly-Moore Paints donated all of the needed materials. The Kiwanis Family House provides temporary housing and support to families of ill and injured patients at the UC Davis Medical Center and Shriners Hospital for Children. We are glad to be a part of such a great cause and we thank Kelly-Moore Paints, our industry partner, for their donation.



Del Campo High School - Carmichael



Guy West Bridge - Sacramento



Sutter Medical Office Building - Santa Rosa



What is the Building Trades Council and what is its function?

By James Ruigomez

The Building Trades Council has various Union craft affiliates working on many construction projects. They are broken into two groups of trades. The basic crafts: Operators, Iron Workers, Plumbers and so on. The finishing crafts are: Painters, Drywall Finishers, Floorlayers, Glaziers and several others. These local unions pay a “per capita” to each local council, state council and the national council. The money we pay to the building trades is based on the amount of members working or living in their geographical area.

There are building trade councils by county i.e. San Mateo, San Francisco; by state i.e. California State Building and Construction Trades Council; with the national organization based in Washington, DC. The councils were formed in the early 1900’s to protect our membership and other Union memberships from raids. For example, the amalgamated union was created to cover the steel mills. They and various other Unions were trying to organize our crafts into their organizations. The local building trades in the early

years would settle these jurisdictional disputes. Today the national building trades settle these disputes. When you file a complaint with the national building trades they contact our General Vice Presidents and sometimes our General President to discuss the issues and render a decision regarding such disputes. Then, the work in question would be assigned to the Union that has historically performed it.

“When a developer comes to town the Building Trades Council uses its political influence to further the Councils goals.”

Since its inception, the Building Trades Council has become a political force connecting our local unions to politicians who fight for the working class families. These politicians are labor friendly and will write laws to protect the prevailing wage. The Building Trades also meets with city council members. These relationships are very

important. When a developer comes to town the Building Trades Council uses its political influence to further the Councils goals. The Council meets with developers and land owners and comes up with agreements that set the standards for work performed on the future project site. The council encourages its members to attend city council meetings and to insure that these agreements are reached. In doing so, we try to turn these projects Union before the ground is broken. These agreements set a wage floor, usually the prevailing wage that we have established, and will usually have some hiring hall provisions in them. What is not covered in the agreement is usually referred to our Collective Bargaining Agreement. These agreements are commonly referred to as PLA’S (Project Labor Agreements) or PSA (Project Stabilization Agreements).

As you can see the building trades councils are working hard to protect and defend the interests of the affiliates and their respective crafts.

James Ruigomez

New legislation will positively impact California Workers

By David Rosenfeld

Governor Brown has signed two important pieces of legislation which will have an impact on workers throughout California. Although not directly impacting members of Unions, these two laws will assist in organizing and improve working conditions for all workers.

Effective July 1, 2015 all employers in California will have to provide 3 days of paid sick leave for all employees with one exception.

Employees will earn one hour paid sick leave for each 30 hours of work up to a maximum of 3 paid days per year. These paid sick days can be used for sick days of the employee and for time off to take care of many family members who are sick. The paid sick days can also be used for preventative health care purposes.

Employees cannot be retaliated against or given attendance points when they take paid sick leave. Paid sick leave will also be available for victims of domestic violence and sexual assault.

California is one of the first states to enact such a broad law. The labor movement pushed for this bill to help California workers and to send a message to other states to do the same.

“The labor movement pushed for this bill to help California workers and to send a message to other states to do the same.”

Unionized workers are generally excluded on the idea that Unions and employers can negotiate alternative or different arrangements which provide for more flexibility.

Governor Brown has signed a second law which will help organizing. This law provides that when an employer utilizes a temporary agency to hire

employees, that employer will be liable for any wages which are not paid those temporary employees. This imposes the liability on where it should be which is the “user employer” who subcontracts with an irresponsible agency which then doesn’t pay its workers. The user employer will be responsible for unpaid wages including overtime.

This new law is part of an effort to solve what is called the “joint employer” problem where an employer hides behind a payroll agency or temporary agency and allows the temporary agency to pay minimum wage without the user employer taking responsibility.

If you learn of situations where friends are not getting paid sick leave or are getting mistreated in these joint employer situations please let the organizers know.

David Rosenfeld

Greetings Brothers and Sisters,
Fall season is here and it has been a very busy year so far. Behind us are the District Council Elections, General Convention Delegates Elections and District Council Delegates Elections. Also behind us are the contract negotiations for the Painters Master Agreement.

Recently on September the 25th we had an allocation of wages vote for the Painters Master Agreement. On the ballot the choice for "all on the check" won. Out of a total of over 2,000 Painters only 165 bothered to show up to vote, so I am highly disappointed in the lack of participation for such an important issue.

In my professional opinion, the fact that no monies were allocated to the Apprenticeship program,

Market Recovery and Organizing programs will impact the potential of increasing our market share in Northern California. Five cents for the Apprenticeship program would have allowed us to institute an Industrial Painting program to fully implement the Coating Application Specialist certification and thereby solidify our foothold in the Industrial sector. The twenty-nine cents for Market Recovery would have allowed our small and mid-sized shops to compete toe to toe with the non-union competition and increase the amount of our hours worked for our rank & file. These are some of the missed opportunities that transpired from the lack of participation to vote. The \$1.57 looks good on paper but after taxes and the continued loss of market share, it will no doubt set back our efforts to compete and survive

into the future. My only hope is that those Members that read this article show up three years from now and vote for their future instead of the individual gain.

The closer we get to the November Elections the more membership participation we need for our VAC events. Walking and phone banking for labor friendly candidates increases our chances at pro-worker legislation and the necessary votes at City Council to implement PLA's.

In Solidarity,

Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3

Brothers and Sisters of Local 12,
As many of you all know by now, District Council 16 Floor Coverers have hit their benchmark of hours. We will have \$4.43 to allocate by January 1, 2015. Following right behind that is the fact that we will need to re-negotiate a new Master Agreement by June 30, 2015. It is imperative that all of you have your input heard and you have a number of ways to do this. You can attend Union meetings; contact your shop steward, your E-Board members, or your business representatives. It does none of us any good to guess what your ideas or issues are. So please, get us your ideas or wishes. Having said that, I would also ask all of you to manage your expectations and not ask for unrealistic wages and working conditions. Asking for pie in the sky wages and working

conditions will get us nowhere and result in a costly strike to all of us.

The work picture continues to look good. I'm continuing to see steel going up all over the place. I was at the Turner Hospital job the other day in San Jose, and it's finally starting to progress. We should be on that site soon. Apple is moving fast and will be gearing up over the next two to three years. Samsung will also require our skills for the next few years. If I had my way, this could go on for the next ten years. Let's hope so.

By the time you read this, the national and local elections will be well underway. I hope everyone eligible is registered to vote and exercises their constitutionally guaranteed right to vote. Not to be too preachy, but politicians do control through their actions,

everything that affects us on a day to day basis. We need to elect politicians that promote our way of life and not those that adversely affect us.

I would also like to take the time to wish everyone a Safe and Happy Holidays. As I state every year, use extreme caution when you're out on the road attending holiday festivities. Designate a sober driver when you can, take a taxi or some other form of public transportation when you have to. Take care and enjoy to the fullest of the upcoming holiday season.

Fraternally,

Gene Hopkins
Business Representative
Local Union 12
District Council 16

Local Union News

Local 83

Dear Brothers and Sisters,

As you know, the political season is once again upon us. I can't express enough how vital it is to the labor movement for you the Members, and your families to get out and vote. Only with the proper labor friendly politicians in place, does it mean that we will be able to continue to implement new PLA's, keep our existing county and city wide PLA's, such as the Sonoma County PLA. Also have successful bills passed into law like the recent Army Core of Engineers Waterway Bill that will require CAS certified Industrial painters for all of their projects.

Here are some state wide labor endorsed candidates:

Gov.- Edmund Jerry Brown,
Lt. Gov.- Gavin Newsom, Atty.
Gen.- Camilla Harris, Treasurer-

John Chiang, Secretary of
State- Alex Padilla, Controller-
Betty Yee, and Insurance
Commissioner- Dave Jones, State
Senate- Mike McGuire, Congress-
Jared Huffman.

On the local level here in
Sonoma County, labor endorsed
candidates are:

Santa Rosa City Council- Lee
Pierce, Santa Rosa City Council-
Tom Swedhelm, Santa Rosa
City Council- Ashley Crocker,
Santa Rosa City Council- Curtis
Byrd, SR JC Board of Trustees-
Dorothy Battenfeld, SR JC Board
of Trustees- Margaret Fishman,
Petaluma City Council- Janice
Cader Thompson (wife of a Local
83 member) Mayor- David Glass.

On the local level in Marin
County, labor endorsed
candidates are:

Marin Municipal Water District
#3-Liza Crosse, Marin Healthcare
District- Larry Bedard and
Jennifer Rienks.

The year is coming to a close. If
you still require any VAC events,
contact Local 83 for our upcoming
events or check the District
Council 16 website.

Since this will be the last Pride
magazine to go out this year,
I like to take this time to wish
everybody a Safe and Happy
Holidays!!!

Work Hard, Work Smart, Work
Safely!

Matt Egan
Business Representative
District Council 16

Local 169

Hello Brothers and Sisters,

I am writing you for the
final time as your Business
Representative. I have
resigned from this job effective
November 30, 2014. I am proud
of the work we have done
together during my tenure and
I hope you feel I have served
you well.

I have decided that after
holding elected office with the
Union for 15 years it is time to
pass the baton and place these
duties and responsibilities on
a fresh set of shoulders. My
dear friend and our President,
Tim Deal, has come on board
to succeed me and he will need
your support to continue our
battle to preserve and protect
our work. My heartfelt thanks

go out to every member that
supports our Union and works
to make this a better world for
our families and communities.

Please remember that our
standard of living and
employment rights are derived
from having lawmakers in office
that support our vision and as
we go into the political season
we need to turn out to walk for
our candidates and help them in
their campaigns.

We are in a long-awaited very
busy season that promises to
become even busier. Please send
anyone that wants to become
a Union Glazier in to see Tim.
We will have opportunities
in both apprenticeship and
for Journeymen Glaziers to
embark on a Union career.

Work hard and work safe and
we'll see you at the next Union
meeting.

Local meetings are held on the
fourth Wednesday of every
month at 5:30 P.M. We are
located at 2020 Williams Street,
San Leandro, CA.

Fraternally,

Joe Upchurch
Business Representative
DC 16 Glaziers Local 169

Hello again Brothers of Local 272,

At the time of writing this article, we have our governmental elections facing us. As people working in the trades, there are quite a few differences between all of us. Whether it's political, philosophical, religious etc. The one thing we all have in common is that we want what's best for our families and us. I want to touch on a few things to help explain why we ask you to vote on certain propositions and politicians.

In the Monterey County area, like the rest of the state, we have a water problem. Well the Monterey County supervisors had a chance to help alleviate this problem a little bit by voting on a construction job to build a tunnel from Lake Nacimiento to Lake San Antonio to catch the excess

winter run off. They could not agree on how to get the job done. We had an Assemblyman, Luis Alejo turn around and take this project and get it passed at the assembly level, then in turn, was able to get the bill signed by the Governor. The kicker is, not only was this bill signed, but there was PLA language in the bill to make it 100% Union.

In Watsonville, the City Council under pressure from outside groups, still listened to us and took an unprecedented step and signed a city ordinance stating that any work for the City of Watsonville \$500,000.00 or over has to be done under a Union only PLA!

These are just a few examples of why we sometimes ask you to vote certain ways. Without the help of

Assemblyman Alejo, or the help from four of the seven Watsonville City Council members, that could have been work that would more than likely have gone to the non-union workers out there. This way, you not them, will be making money and getting hours on these projects in the future.

If any of you out there have any questions regarding the local politicians or ballot initiatives, please feel free to call me at the office. I will gladly give you any information I have to help get people elected or initiatives passed that will help us and our families prosper.

Fraternally,

John Papa
Local Union 272

Dear Members,

Juan Rosales and I recently attended the 31st General Convention of the International Union of Painters and Allied Trades. During the convention General President Rigmaiden informed the Delegates that during the past five years since the last convention the IUPAT lost 28,000 Members. During the same time frame, here at DC 16, we lost 1,700 Members. Think about that. Those Members we lost were working Members all contributing hours to our Pensions, Health and Welfare and Market Recovery Funds just to name a few. While work has picked up for those that are still Members we are still a long ways away from where we need to be. That being said, the General President has challenged us to sign up and maintain 30,000

new Members over the next five years.

In order to achieve and maintain this goal we need to increase our market share through community organizing, educating non-union workers on State and Federal Labor Laws, be more creative with our wage schedules on private work, identify and assist current members who are interested in running for political office from school boards to Congress. We also want to continue to train and create classifications that serve the people in our communities and we need to let the people in our communities know that we are here to help on our collective issues whether they are Union Members or not.

If you have any ideas, want to

get involved in any community activities or need assistance with anything that you are currently involved in, please reach out and let me know.

Brothers and Sisters, we can no longer afford to sit around and not take action. If we do, one day the old saying will become very true "YOU DON'T REALLY KNOW WHAT YOU HAVE UNTIL IT'S GONE." THE CHALLENGE IS THERE LET'S WORK TOGETHER TO EXCEED OUR GOALS.

See you at the next Union Meeting!

In Unity,

Jeff Roberts
Business Representative
DC16/LU294

Local Union News

Greetings to all of our Members at Local 376 and District Council 16,

It's been a very busy quarter with a new Painters' Contract and the General Convention as well. Our convention was mainly focused on Organizing to regain not only the members we have lost due to a bad economy, but grow our membership beyond what was lost to strengthen our Union. The theme of the convention was IUPAT 'BOLD FUTURE'.

CORE (Community Organizing for Real Economics) was a big topic at the General Convention as well. Getting back to the roots of the Unions when we were our strongest was when Unions were rooted in the community. Giving back to their communities

resulted in great comradery and a positive view of the Union. Unfortunately the Union has recently been portrayed in a bad way. Getting back to our roots can bring us back to the communities that will surround us in a positive light and regain our strength that made our Unions great.

This past weekend some of our Local Members joined me at Vallejo's Waterfront Weekend. This was a big event for Vallejo's community and possibly the biggest event in Napa/Solano area in the last 10 years. The turnout was great, our Local was a part of the Whaleboat Regatta Race. We had a team of 8 Painters, 'The Finishers', who stepped up and committed to weekday evening practices and rowed their hearts

out the day of the races. It was a hot day and a long 3 races that these guys had to get through. We placed 3rd, but looking at 1st place for next year.

Local meetings are held every second Wednesday of every month at 6 P.M. Located at 404 Nebraska Street, Vallejo, CA. Our participation is growing month by month which really brings members closer. I look forward to seeing you all there.

Respectfully,

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

Greetings Brothers and Sisters,

In July, Painters working under the Sacramento Addendum cast their votes nearly unanimously to ratify their new agreement. The turnout to review and vote on the Addendum was large. The contract is a good one with several key improvements including the contribution by the contractors to the STAR Program and subsistence going from \$75.00 per night to \$90.00. The three year deal with annual increases of \$1.35 was negotiated.

I want to thank the Members of Local 487 for showing up to settle the contract. I also would like to thank our Sacramento Painting Contractor's Association for their part in what I can only describe as an intense, but productive negotiations. Finally I

want to recognize my negotiating team of Les Proteau, Vince Echeverria and Jon Soderman. Your collective knowledge and experience not to mention your dedication to our Members working under the Sacramento Addendum was instrumental in accomplishing what we set out to do.

If you are a Drywall Finisher and working close to home, consider yourself fortunate because most of the work is in the Bay Area. However, Drywall has started at the Yolo Courthouse and the San Joaquin Courthouse. Also demolition is well under way for the New Arena in Downtown Sacramento.

Your Local Union Executive Board has once again decided to have our annual year ending

dinner, which will be held on December 8th, our regular meeting night. Please make sure you show up and yes guests are welcome to attend with you and enjoy this fabulous meal.

Glen Faulkner, a Drywall Finisher member of Local 487, for over 40 years has been undergoing treatment for cancer. Brother Faulkner who I recently spoke with, is in good spirits while dealing with the seriousness of his illness and the extreme effects of the treatment. We all wish Glen a speedy recovery so that he can get back to enjoying life and his well-deserved retirement.

Steven L. Caster
Business Representative
DC 16 Local Union 487

Members of Local 507,

I would like to take a moment to introduce myself. My name is Jose Espinosa and I'm a drywall finisher by trade and I began my apprenticeship 9 years ago with Daley's Drywall. I was given the opportunity by our Membership to serve on the Executive Board as a Trustee and VAC Coordinator for the last 5 years. I also was a Political Organizer for DC 16. I want to thank you all for your support and confidence in my ability to serve all of our Member's needs.

This year looks pretty busy. I see a bright future for upcoming work. It is necessary for all of us to take advantage of the opportunities before us and make sure you take all of the STAR classes you can so we can benefit

from our training. The training program has C.A.S. training for our Industrial Painters, along with Confined Space and HazWopper classes. There are plenty of classes open to our Members. Do not wait until the last minute, or classes will be full.

Our picnic was a success and a total of 551 members and their families attended. I had great feedback of how much fun everyone had. This year we had great prizes such as TV's, Play Station 3's, GPS's and much more. Please take the time to attend the next picnic; truly a great time was had by all.

The outcome of the Painters wage allocation was to put most all of the money towards wages. A little bit went to Health and Welfare and some to Pension reform.

One more thing, I am going to be passing a sheet of paper around at every meeting to try to create a list that the Members can put their e-mail addresses on so that I may inform all of you on upcoming events or news.

I hope to see you all at our next Union meeting. Local 507 meetings are held the fourth Tuesday of every month.

Fraternally,

Jose Espinosa
Business Representative
DC 16 IUPAT
Painters & Tapers Local 507
2149 Oakland Rd.
San Jose, CA 95131
(408) 824-1280

Brothers and Sisters of Local 567,

Our Election Day, Tuesday November 4th, is almost upon us. I wrote in the last issue of the Pride about changing the political dynamics in the City of Reno. Imagine having a Mayor and five of the six Council Members who look favorably at working families and the middle class. That is exactly what we would have with Hillary Schieve as Mayor, Naomi Duerr in Ward 2 and Paul McKenzie in Ward 4! Some of the Members of our Local have worked tirelessly many weekends to make this happen. Thank you to all who have participated in these VAC events. Remember, if you live in the Reno City limits and are registered to vote, you can vote for all three of these candidates.

Everyone knows by now that

Tesla has chosen Northern Nevada as the place to build their \$5 Billion Gigafactory to produce lithium-ion batteries. A special session of our legislature was called by Governor Sandoval to approve the \$1.25 Billion worth of tax abatements. I was at the legislature lobbying on your behalf for Prevailing Wage and a Project Labor Agreement. We were informed that putting Prevailing Wage on Senate Bill 1 was a deal breaker. Tesla's Vice President of Business Development told me personally that Tesla would not enter into a PLA with us. While all of this was disappointing, we will continue to use all of the tools of District Council 16 to put our Members on that job.

Here is the best news; the \$5 Billion Tesla Gigafactory is just the tip of the construction iceberg.

The Economic Development Authority of Western Nevada (EDAWN) recently stated that they know of at least \$35 Billion to \$50 Billion worth of construction coming to our area. What can we do to prepare for this unprecedented growth in our Local Union? The first thing we must do is put more apprentices in every one of our shops. Every member needs to take an apprentice under their wing and mentor them. Your Union, your pension, your health and welfare, and your future are relying on each and every one of us taking this one simple action.

Fraternally,

Todd Koch
Regional Director

Local Union News

Local 718

Brothers and Sisters of Local 718 and DC 16,

We want to congratulate DC 16 and Local 12 Member Kenneth E. Rigmaiden and his team on their un-opposed re-election at the 31st IUPAT General Convention. General President Rigmaiden reported on the importance of building upon the framework and foundation of our Union and forging it into our future - A BOLD FUTURE! The path to our BOLD FUTURE is and must be an endeavor taken on by all our Members; organize, educate and train. We all must strive to be the absolute best in our industries.

I am happy to report that the Glaziers came in 153,080 hours above our target benchmark and we will be seeing our release of monies held in deferral in-

addition to our January 1, 2015 increase. At the time of writing this article we know 20 cents is going to be allocated to H&W and 75 cents to our pension, leaving us \$3.05 for allocation. Be on the lookout for a SPECIAL CALL NOTICE for our upcoming Tuesday, October 28th Allocation VOTE at LU 718 at 6:00pm.

Some of our endorsements for the November 4th San Francisco Municipal Election are as follows:

California State Assembly:
District 17- *David Chiu*
District 19- *Phil Ting*

Local Ballot Propositions:
Proposition A, D, F & I- Support
Proposition B, E & H- Oppose
Proposition C & G- Neutral

Particularly important Ballot Propositions for creating hours for all DC 16 Members is Proposition F, which would increase the height limit for new buildings on the 28-acre site of the property known as Pier 70- from 40' to 90'. Also by opposing Propositions H & supporting Proposition I, this will bring in thousands of hours for field turf installation while fostering the support of the community to improve its fields and playgrounds for youth sports and activities.

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

Respectfully,

Madison Hull
Business Representative
District Council 16
Glaziers Local 718

Local 741

Brothers and Sisters,

Organizing, what is it worth? Organizing is the life blood of all Unions. It is the way we maintain what we have, grow our opportunities and make connections to provide more projects for our current and future Members. Our Organizing department is a small, tight knit group of great people that work hard for every hour available for all of us. We have trimmed the department back from 17 Organizers to just 8, due to lack of funding. If we want to grow the opportunities for all of us, we must address this issue.

The lack of funding in the Organizing department won't be solved by just allocating money towards it; this will help, but not provide the long standing solution

that we need. To solve the problem facing the Organized Labor Movement is the Membership participation. Our 8 Organizers can only do so much, and it is imperative that all of us do our part in Organizing. This does not just mean answering the call to stand on a picket line, it also means that we all get involved in talking to the non-union workers on the jobsites, explaining what a Union lifestyle has provided for you individually and how it helps the group that you are part of. When you are on a jobsite that has a non-union workforce working next to you, give an Organizer or Representative a call so we can come out and work on the behalf of all involved.

Speaking to the youth of your community is another great Organizing opportunity. Explain

the pride you have in being part of a larger group that is helping provide assistance to those around you and how it has helped provide the lifestyle that we all are lucky enough to enjoy. Being a Union Member is something to be very proud of. We are an ever shrinking group of people in this country and we will continue to shrink if we, as Members, do not take it upon ourselves to turn the tide in our favor. We cannot sit back and hope someone else will take care of it, this has happened for far too long. The time is upon us to work towards getting the results we have all wanted for so long.

Regards,

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

Brothers and Sisters,

Well we are almost finished with 2014 and going into the Holiday Season. It has been a great year and work has really picked up. I hope everyone had a great time at this year's STAR Event as well.

As we advance into the future there are some things we need to really work on. Are you up to date on all of your certifications? What can you do to increase your abilities to enhance your jobsite performance? The Glazing market is very competitive and advancing very rapidly. Let me give you one example. A 25 story building that took 2 years to complete in 1984, can now be completed in 8 months. We need to be continually enhancing our skills and education through the STAR program.

Let's also look back at what happened in 2014. In June we had elections for Business Manager, Delegates to District Council 16 and Local Business Representatives.

In Sacramento we were able to secure PLA's on Sacramento Unified School District projects as well as the CWTA on the Sacramento Sports and Entertainment Project (Kings Arena). We have really gotten involved with our Political partners and are starting to get in contact with developers and being proactive instead of reactive.

In August we also had the 31st General Convention that was held in Orlando, Florida. We voted on upcoming changes to the IUPAT Constitution. The swearing in of New Officers and District Council

16 Local 12 Brother Kenneth E. Rigmaiden was sworn in as General President.

This year is going to be very busy and we will need all the help we can get from the Membership. Union meetings are one of the key ways that the Locals can get the correct information out such as contract issues, annuity meetings, and upcoming events. Our Union is only as strong as our Members are so please get involved.

Help us raise the bar and move forward to a Bold Future!

Fraternally,

John Tweedt
Business Representative
District Council 16 Local 767

Hello to all the Members of DC 16,

As we approach the fourth quarter of 2014, many issues of concern are on the horizon. Mid-term elections will occur and it is important that the members are informed of the issues and are prepared to vote in November.

In addition, key legislative issues are on the ballot and Members are encouraged and needed to volunteer their time and talents for precinct walks, voter outreach and the mobilization of members through local campaign coordination.

Every member's participation is important. Issues for concern are creating good jobs, increased wages, safe working conditions, school funding, protecting

homeowners and protecting immigrant workers from exploitation. Tackling these issues can't be solely left to those we elect. We must combine our efforts if effective change is to be realized.

All members are urged to support District Council 16's efforts to re-elect those candidates it has endorsed. We can effect change, but it has to begin with a single individual. What do you want or expect from your elected officials? Ask yourself, how do those expectations impact your family, job and your future? If your answer reveals some reservations, then act and respond so that your voice is heard by those you elect.

Phone banking will be held each Tuesday beginning September

30, 2014 through November 4, 2014 at 1701 Leslie Avenue in San Mateo, California, at 5:30 P.M. An after party will culminate the Election Day results.

I look forward to your participation and seeing you at the polls.

Fraternally,

James Ruigomez
Regional Director
District Council 16
Local Union 913

Local Union News

To all Union Members of Local 1176,

Hope everything is going well with everyone.

For the members at BAE Shipyard, our Collective Bargaining Agreement has been extended one year with a \$1.00 increase and \$.10 on Health and Welfare, retroactive back to July 1st. The vote was 43 yes and 7 no to accept the tentative agreement.

To the Kelly Moore employees; At the present time we're in negotiations and going nowhere with the Employer. My thinking with their proposal wanting sub-contracting language in the Agreement to sub-contract our work out, no matter what

classification it is, will result in taking our work away from us and losing members. The Union will not allow this to happen. I will keep you updated on this.

For all interested in volunteering for VAC activities please contact Richard Morales at the Local Union hall. With elections coming up in November we have a lot of phone banking going on along with precinct walking on Saturday for candidates that District Council 16 endorsed. Remember by having 3 VAC events qualifies you to be invited to the yearly dinner. There are many great prizes to be given away at the dinner so come out and join us. Give Rich a call and bring a friend to any of the VAC events.

Finally the Executive Board made a decision to allow a Christmas dinner this year, so when you receive your invitation please respond as soon as possible. For those not attending have a Safe and Happy Holiday.

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

Fraternally,

Jose Santana
Business Representative
District Council 16
Local 1176

Dear Members,

I would like to thank those of you who participated in the VAC events throughout the year, especially during the primary and general election. Your assistance and vote are an intricate part in electing labor friendly politicians that fight for the rights of working Members and their families. Your Local Union has a list of labor friendly candidates that have gone through an interview process with the Local Union, the Building Trades and the Central Labor Councils. These candidates are asked a series of questions prior to endorsements regarding their stance on labor issues such as Project Labor Agreements, Health Care, employment, and qualified bidder language.

If you're unsure as to how many VAC events you have, contact us so we can assist you.

If you want your voice to be heard, if you have ideas that can benefit you and your Union, bring your voice and ideas to your Union meetings. Many times we hear what we should or shouldn't be doing or how we should have dealt with issues after the fact.

We have contract negotiations coming up with the expiration of the Northern California Floor Covering Master Agreement and Sacramento/Fresno Addendums in June 2015. If you recall the last negotiated agreement ratified was not unanimous, the majority prevailed in the vote via the democratic process. How can someone disagree or complain if they aren't involved or

educated on the issues and/or no alternatives are presented? Don't leave your future in someone else's hands.

BOLD FUTURE was the theme of the 31st IUPAT General Convention and the next 5 years. Growth in market share, Membership Thirty Thousand (30,000) and Impact will be the main focus. Our survival as a Union and our Industry depends on being successful in accomplishing these goals. You can view the 31st IUPAT General Convention on YouTube IUPAT **BOLD FUTURE**.

Vince Echeverria
Regional Director
District Council 16/Local 1237

Members of Local 1621,

The STAR Awards Event was held on September 6th, 2014. Congratulations to the 90 members of Local 1621 who earned invitations. All were well rewarded. It was a fun day for the members and their families.

Local 1621 Members who qualified upon arrival received a T-shirt and 2 beach towels, along with a one hundred dollar gift card. There were over 200 raffle prizes which included motorcycles, wave runners, trucks, quads, gift cards, and big screen TV's. Children were having a blast getting their faces painted, watching the clowns, climbing the rock wall and walking on water. The entire event was a huge success.

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. The Democrats have the working person's best interests at heart and have a track record of being Labor Friendly. Now more than ever we need representatives that protect our prevailing wage, our pensions and our livelihood. Through our VAC program you can get involved in helping to elect these Pro-Labor candidates. Please keep your contact information current with the Local to help and be available if need be.

Work is still slowly increasing. Currently, we have a total of 13 Members on our out of work list. We have also hit our hours and will receive a raise January 1, 2015. An allocation vote will be coming to you soon.

Please keep a kind thought and send your prayers to Brother and Local 1621 Member Dan Barbee. Dan has been in the hospital fighting to stay healthy and all of us here are thinking about you. Continue fighting Dan we know you will come out ahead.

Reminder that the new address for our office is 2149 Oakland Road, San Jose, CA 95131 and the phone number is 408-824-1280. Our Union meetings are held the 3rd Tuesday of every month at 6:30PM. I hope to see you there!

Sincerely,

Brett Davis
Business Representative
DC16 Local 1621



DC 16 Local 567 VAC Members attended a Susan G. Komen fundraising event for cancer research in Reno. They also stripped wallpaper and finished the walls in the announcers booth at Bishop Manogue High School. Pictured above are George, William, Scott and Dan of Local 567.

Editors Notes:

Our DC 16 VAC along with the Apprenticeship program and Job Corps are engaged with the community on worthwhile volunteer events in all areas of our Council. Increasing our influence and impact in the community creates opportunities for our members by breaking down negative stereotypes of who we are and what we are about. Please continue to submit and perform these great community VAC events.

Mike West



District Council 16
2705 Constitution Drive
Livermore, CA 94551

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