



The Pride

January-April 2014

The Home of High Performance / High Value Finishing Craft Workers



FIF
Finishing Industries Forum



**U.S. Secretary of Labor
Thomas Perez speaks
at FIF**

**On the cover:
IUPAT General President
Ken Rigmaiden
Member of District
Council 16 Local 12**



Labor and Management Working Together

Leaving behind the snow and ice, Secretary Perez traveled to Las Vegas on Dec. 9 to deliver the keynote address at the International Union of Painters and Allied Trades' annual Finishing Industries Forum. IUPAT President Ken Rigmaiden introduced Secretary Perez to an audience of nearly 500 participants made up of construction company owners, contractors and IUPAT leaders from across the United States and Canada. Attendees at the three-day labor-management event participated in industry-focused plenary sessions and workshops and discussed issues facing their respective industries. Perez spoke about the exceptional way IUPAT trains workers and helps employers. "Employers need workers who have the right skills so they can compete. That's what you're doing day in and day out," he said. Prior to his address, Perez met with the Labor Management Cooperation Initiative Board of Trustees to discuss labor and management best practices.

DOL Newsletter

See the October-December 2013 issue of the IUPAT JOURNAL for more on Secretary Perez and his address at the FIF.

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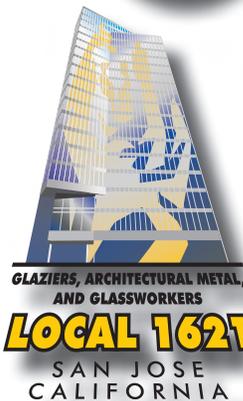
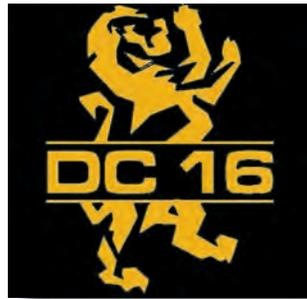
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DISTRICT COUNCIL 16
THE HOME OF
**HIGH PERFORMANCE/
HIGH VALUE FINISHING**
CRAFT WORKERS



HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



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

Well this is the first issue of The Pride in 2014 and there are so many issues that will be coming our way. I will try and give just the highlights of each subject.

First of all, I am currently sitting in the General President's Advisory Committee meetings this week. These meetings are for all the Business Managers and the General Executive Board members to share new and

existing policies and programs that could affect all of the District Councils across the country and Canada.

The first item on the agenda was the discussion and review of the CAS (coating application specialist) program. With over 2 million dollars spent on grants to our affiliates covering equipment/tools, proctor and auditor wages and reimbursements for certifications, we now have over 1,048 members certified nationwide. 145 of those members are right here at District Council 16 with 23 candidates pending.

“This program was developed to increase membership, increase market share and be a bigger influence in the industry and we are succeeding.”

This type of training began in 2007 with the IUPAT along with its partner SSPC to help develop a national standard for Industrial Painters and succeeded. Then in January 2012 the USDOL approved these standards for our

apprenticeship programs. This program was developed to increase membership, increase market share and be a bigger influence in the industry and we are succeeding. A perfect example of where this training will come into use will be when the dome on top of the capitol building in Washington, D.C. gets repainted by our signatory contractor FD Thomas for only the second time in history.

Next on the agenda was the program CORE (Community Organizing for Real Economics). Even though this program has been around for a little while, we are now just starting to see some results as more District Councils have bought into the program. Here at District Council 16 we have utilized this program but we have done it through our VAC program. The goals of the program are to build sustainable member activism, change our public perception and build transformative relationships that last. All of you here in District Council 16 have done such a great job with the VAC program you really have set the path across this country with this program and each year I look forward to seeing all of you at the end of February for our annual VAC event.

Under the leadership of General President Rigmaiden, the IUPAT has rolled out a new program aimed at what is considered to be the next influx of leaders and craftsmen in the building trades - our military veterans. The program is called PATVP (Painters and Allied Trades Veterans Program). The mission is to train active duty veterans who will be transitioning back to civilian life and provide a career pathway into an IUPAT apprenticeship program. This program is sponsored by the FTI and the FCA and is a marketing tool specifically for our military folks. This is an accelerated 3 week program with a core curriculum of 120 hours to be taught on base and upon completion giving them a 6 month advance status in one of our apprenticeship schools. This program truly is the right thing to do for all those who have sacrificed and served and we should all support it 100 percent.

The Organizing Department gave their report as this department has always been the backbone of the IUPAT and has the largest commitment to organizing in the building trades department. We are seeing more and more contractors work nationally, that is why it is so important more now than ever to cooperate with our District Councils across the nation to keep informed of who may be performing work in our

geographical area. One way we do this is through what is known as a program named ConTracks. With over 30,000 job checks entered into this program, we now can use this information nationwide to identify targeted contractors who may be working in our area. Here at District Council 16 we are still as committed to organizing as we always have been. I will be hiring 2 new organizers at the end February 2014 after their completion of the Organizing Boot Camp program, being held at District Council 16. We are equally committed to finding the right person for the job, which is the reason for the Boot Camp class.

“The theme of this year’s convention will be “Bold Future”. I look forward to working with some of you on different committees to help shape the future of this organization and thank you for all your support and hard work.”

These are just some of the policies and programs that we touched on, as there also was discussion on the Glazing Industry Initiative and the Government Affairs Department gave a great report on bills and laws that support our efforts in gaining opportunities for our members

but at the same time spending time and money fighting back those who would like to tear us apart. We spoke at great length on what the Affordable Care Act has done to our H&W Funds and the continuing changes to the act as we still sort this new law out. Also much discussion on the FTI and its efforts to continue education for our members and to make sure we stay on top of the training needed as our industries continue to change, I feel they do a great job of implementing such training.

I came away from these meetings with a positive attitude and feel the leadership team of the IUPAT, and my fellow counterparts across this country and Canada, are working hard on behalf of our members. We have a lot of things happening right here at District Council 16 with Painters negotiations right ahead of us, District Council 16 elections and the General Convention approaching fast. The theme of this year’s convention will be “Bold Future”. I look forward to working with some of you on different committees to help shape the future of this organization and thank you for all your support and hard work.

Fraternally,

Chris Christophersen
BM/ST
District Council 16

Director of Service



Les Proteau

Brothers and Sisters,

Another year has come and gone and as in past years after a down economy we look ahead into an optimistic future and see it to be very busy. Looking into the future reminds us to look closely at the past not only so we don't repeat the mistakes but to reinforce and build on what we did right. We are now working smarter and more efficient than ever before. Our training programs have been progressing with CAS training for Industrial Painters, Welding Certification for Glaziers, Graco Mark 5 for Drywall Finishers, Heat Welding seams for Floor Layers and Supervisor Training for all crafts. We have these classes to elevate our members to be the best because that is really what it is all about. We will always train to supply a work force of competent qualified experienced craftsmen. This is not the only thing we do, under

past leadership and now under BM/ST Christophersen we are training more than ever. We put our Painter Representatives and Organizers through an Industrial Painter Organizing Class at our District Council Office. This 3 day training teaches us how to deal with industrial contracts and agencies to level the bidding field for our contactors. The intense Organizing Boot Camp held at the District Council Office teaches our Organizers and new Representatives how to deal with non-union contractors and workers using the labor code and contract laws to level the playing field for our contractor partners to increase our work hours.

“We will always train to supply a workforce of competent qualified experienced craftsmen.”

Through our wage equality dues and our expertise in our crafts we create an efficient experienced team. We also work to strengthen our place in the market by working to have Project Labor Agreements in place. We have over 150 PLA's that over the years have been signed, worked on and are part of the way we do business. These Project Labor Agreements don't

just appear, they are the result of a coordinated effort by all crafts and because of your Business Representatives and Organizers diligent work and your help at school boards, city councils, county supervisor meetings and tribal organizations we have secured many of the PLA's we now and in the past have worked under.

A wise man said, “All wealth comes from labor” and as hard as things are we will always survive by working hard, training and doing the right thing. This raises the question, have we done enough? I would say the answer is no. We can always do more. We can attend more meetings to be informed, help out when asked, attend a board meeting to secure a PLA, attend your Union meetings and get the training it takes to be the best. We need to work together as a team that strives to be innovative and cohesive to work toward the same goal of full employment for our members and making our employer contractors successful. Get involved, be a part of the solution.

Remember work safe and treat others with respect and dignity for you are the best of the best.

Fraternally,

Les Proteau
Director of Service
District Council 16

Director of Organizing



John Sherak

ON TIME & ON BUDGET JUST NOT HAPPENING FOR MITCHELL PARK LIBRARY (CITY OF PALO ALTO)

I would like to start out by wishing everyone a Happy New Year. A couple of years ago I wrote an article about the Mitchell Park Library referencing the additional costs due to building complexities and poor performances of the city's contractors. Two years later, the City of Palo Alto finally decides that it's time to fire Flintco Pacific Inc. The city states that due to Flintco's inadequate progress on the project, lack of staffing, faulty work and missed construction deadlines, that it's finally time for them to be fired. This library and community center were originally supposed to open in the summer of 2012. This project is the centerpiece



Reno: DC16 Local 567 Volunteers and Staff picket a non-union flooring company who was performing work at the Peppermill.

of Measure N, a \$76 million bond measure passed in 2008 to overhaul the city's library system. Five years later the city is still trying to get this project complete and opened. If the city would have seriously looked at a Project Labor Agreement with the Santa Clara Building Trades this would have helped them achieve an on time and on budget goal for this project. Instead, the city has a project that has taken way too long and has become a total embarrassment to the city officials. What is truly interesting is that the City of Palo Alto is a chartered city which exempts them from paying prevailing wages on city funded projects that are funded 100% by the City of Palo Alto. It just goes to show, you get what you pay for.

Organizing Department Update

Though construction hours are up and the work picture is looking better than 2013, I am still seeing low bid prices. As you know we are utilizing the Market Recovery Funds to their fullest and would like to share with you the number of hours worked and paid out for 2013. Painters 90,922 - Glaziers 82,887 - Floor Covering 70,068 and Drywall Tapers 6,125. Also, in 2013 we organized 23 new contractors; 7 Floor Covering, 2 Glazing, 10 Painting & 4 Drywall. This year the Organizing Department has set a goal of 30 new contractors and will continue to create opportunities for our members and a level playing field for our contractors.

**John Sherak
Director of Organizing
District Council 16**

Director of Training



Alex Beltran

We have been working with Congressman John Garamendi in an effort to hire Veterans. We asked companies for a promise, a promise to hire just one Veteran and City Painting has become the first. I would like to acknowledge City Painting for being the first to fulfill that promise. If anyone would like to make a promise please contact me at the Training Center.

To all the Business Reps and Organizers who have taken the time to get certified in Hazardous Communication, Thank You! If you haven't participated in the Hazardous Communication class, please make sure you call us or get signed up online through the STAR Program.

In the Paint department we recently acquired 3 virtual spray units for instructional purposes, so we are anxious to get those up and running. As always we are offering health and safety classes to our members. We still are experiencing a shortage of wall

paperhangers so if you want to brush up on your skills give the school a call and we will work out a schedule to get you in. If you're a Painter and can qualify for a BAT and TWIC card, that's a great certification for getting work on waterfronts or other security sensitive areas.

"We continue to strive for excellence and bring our members the training needed to keep ahead of the curve as new technology, tools and methods present themselves in an ever changing work environment."

In the last 3 months we have certified 10 new welders in an effort to keep up with the needs. With the 3 new virtual welders we hope to add more members to the welding club. We are working with Bagatelos Architectural Glass Systems on Photovoltaic training in hopes to have it available for training soon. Curriculum development on the Total Station continues as we incorporate hands-on -instrument practical exercises in 3D space. We are moving toward training in local industry methods and practice with the support and encouragement of Skip Wertz and Ron Nickerson at Walters and Wolf.

Val and Dave went to Surfaces to meet with the manufacturers

and distributors who offered to help the Apprenticeship by donating supplies and setting up seminars with us. This may include some new certification classes too. The Floor Coverers have been busy helping Job Corps out at their facility at Treasure Island. It flooded a while back and they need help getting it ready for the new students. It was a great experience for our Apprentices to get real live hands on training.

Our Drywall Finishers are starting to see an increasing number of new Apprentices. We have added a 3rd year to the training to afford them more time for working on their hand skills and other need areas. If you're a Drywall Finisher and need extra training our doors are open. Give us a call to work out a schedule that works for you.

We continue to strive for excellence and bring our members the training needed to keep ahead of the curve as new technology, tools and methods present themselves in an ever changing work environment.

We are the "Best of the Best".

Alex Beltran
District Council 16
Director of Training

"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

Recently, I was fortunate to be in attendance at a State Building Trades Executive Board meeting for a presentation by Peter Phillips. Dr. Phillips has a Ph.D. from Stanford University and is currently a professor of economics at the University of Utah. I have to admit that I wasn't thrilled to hear another economic report being that we have heard two other economic reports in the recent past. Although, once he got rolling I realized that this presentation was something different. Yes, he covered the usual trends and graphs which confirmed what the previous two economists had reported, but Dr. Phillips was working toward a conclusion of his presentation other than what was a probable forecast for the coming years in construction.

Dr. Phillips went into details about a global economy and how Globalization affects Labor

flows, Trade flows, Capital flows, and Technology flows. Here is one of his captivating points.

"In the world of construction, it would seem that trade flows would not matter: After all, you cannot build a skyscraper in China and ship it to New York. But the outsourcing of the suspension span of the Oakland Bay Bridge to China suggests that components of major construction projects can not only be fabricated off-site but actually outsourced into international trade. Some construction workers who potentially could have worked on the Bay Bridge were competing, whether they know it or not, with construction workers in China."

This point made perfect sense to me as a Glazier, considering how much of the prefabricated systems are now coming out of factories around the world and are being installed in our area. Also the buying power and capital flows could give other countries an advantage when purchasing tons of aluminum as a commodity rather than by the stock length of extrusion.

Another good point from Dr. Phillips was about outside forces who are not friends of labor, who are laughing at us related to the jurisdiction squabbles that we often find ourselves in between us and other Union construction crafts. The bottom line is that unless we put our petty

jurisdictional differences behind us and re-unify the Building Trades, we will continue to lose market share to those who don't have our best interests in mind. We would be much stronger in influencing our politicians and our suppliers to level the playing field in the market place if we all stood together within the Building Trades.

Coincidentally, I happened to find an article in a copy of the International Journal written by our former Business Manager Doug Christopher in February of 1998. In the article Doug was making points regarding why direct affiliation with the District Council makes sense, when at the time, it was met with skeptical criticism. Doug writes:

"The object of this affiliation is to bring all the crafts within the International under the umbrella of a District Council, thereby increasing the collective strength for both the Allied Trade Local Unions and the Painters Local Unions. By pooling our resources and working together we hope to better represent our collective membership".

To me these two authors are saying the same thing. We are stronger when working together, and we should fight against those who are seeking to divide us.

Mike West
Director of Communications

Member Spotlight



Tim Ringor

Local 1237 is proud to acknowledge Brother Tim Ringor. Brother Ringor was born and raised in West Sacramento. He still lives there with his wife Misty of 10 years and their four children Ashley, Callie, Kyle and Joey.

Following his High School graduation, Brother Ringor joined the U.S. Navy and proudly served his Country aboard the U.S.S. Dixon for four (4) years. Brother Ringor first joined Local 1237 in 1995; Brother Ringor demonstrates his leadership abilities as Leadman, Shop Steward and as a mentor to apprentices, he also participates in the STAR program. He has the ability to educate and obtain the highest level of performance from his co-workers whether it's on the jobsite, Union meetings or as a participant of the Volunteer Activist Committee. Brother Ringor has never been shy of expressing his opinions in a positive manner and holding his co-workers accountable. Notable projects he has had the responsibility to run include

Kaiser Permanente in Walnut Creek, Davis Carlton and Chabot College.

During his off hours you might find Brother Ringor golfing, coaching Little league or just hanging out with his family.

Brother Ringor is highly respected as a District Council 16/Local 1237 member as well as a craftsman and is one of many examples of the High Performance/High Value member.

District Council 16 Local 1237 thanks you for all that you do.



Alfonso Martinez

Alfonso Martinez started his journey as an Apprentice Painter in October 2003 and completed his Apprenticeship effective January 14, 2009. Since then he has been an active Journeyman Painter for Local Union 376.

Alfonso's interest in Painting began when he was living in Rodeo and someone came knocking on his door asking if he was interested in the Cypress Mandela Program. Alfonso started the Cypress Mandela Program which taught him construction and life skills as a Pre-Apprentice. Once he completed the program he joined Local 376 as an Apprentice Painter working at Vallejo High School, PLA jobsite. From there he went on to C&O Painting and journeyed out there. In July 2011 Alfonso decided he was ready for a change and became employed by Redwood Painting Co. While working at Redwood he embarked on a new path of Industrial Painting, which he continues to do at Chevron in Richmond.

As far as Alfonso's commitment to our local he has been attending meetings on a regular basis since the beginning of his journey. He took the Trustee position as a 2nd year Apprentice. In 2013 he became the local's Recording Secretary and became a District Council 16 Delegate as well. Alfonso has also joined the Walter Cantrell Scholarship Committee this past January 2014. Needless to say Alfonso is very active in the local and its activities. Whenever there is volunteer work offered, Alfonso is one of the few that does volunteer his time and skills wherever needed, no questions asked.

Most of his free time is spent with his wife and 2 children.

This section is dedicated to all Brothers and Sisters



Kevin Ginkens

Kevin Ginkens has been a member of Local 12 since 2003. In his years of service Kevin has shown

excellence in all aspects of the trade and Union membership. As an Apprentice he was appreciated for his promptness and diligence to his training. Kevin has been a journeyman for years and members that work with Kevin say he is always the first man on the job. Kevin is also known for his physical strength but quiet demeanor.

Kevin is the dedicated family man. He's married to Cristina and they have two sons Carlos, 16, and Adrian, 7. Their daughter Summer is 5 years old and they have twin baby girls, April and Cristina, who are 10 months old. At home he enjoys time with his wife and kids, playing base-

ball, Play Station 3, Call of Duty, watching movies and TV. He has been an involved member doing VAC events, attending meetings and personifies our "High Performance/High Value" ideology. Kevin has worked on PLAs with some very difficult non-union contractors and he always stays professional, displays his skills, sticks to his hard work ethic and never succumbs to pressure.

Kevin wanted to say in this member profile that he is "thankful for everything his heavenly father has blessed us with."



Brock Starr

Brothers and Sisters, this member profile was written on behalf of Local 169 to celebrate the life

of one of the finest mentors and members we have ever had the pleasure to know.

Leo "Brock" Starr passed away on January 7th of this year just 4 months after his 82nd birthday. Brock was surrounded by his family and friends in his final hours, as you would expect for a man who had touched so many lives for the better.

Although Brock retired from our trade nearly 22 years ago, he never retired from being a Union Glazier. We remember his attendance and education of fellow members at Union Meet-

ings well into the 1990's. Brock also served this Union on the Joint Apprenticeship Committee because of his personal commitment to teaching the trade for generations following.

In keeping with the spirit in which Brock lived his life, his family decided to celebrate his life on March 1, 2014 at the VFW in Roseville with an open invitation extended to all.

From all of us at Glaziers Local 169, rest peacefully Brother. You've earned it.

who best exemplify "High Performance / High Value"

STAR PROGRAM NEWS



SAVE THE DATE!
2013-14 STAR AWARDS EVENT SEPTEMBER 6TH 2014

ARE YOU ELIGIBLE ?

STAR PROGRAM PURCHASES VIRTUAL TRAINING EQUIPMENT

The STAR Program has recently purchased six new training devices that will greatly increase our ability to provide hands on, real time training to our Painting and Glazing participants. These will soon be arriving for use at the District Council 16 San Leandro Training Center. These are virtual training aids for Spray and Coatings applications and Welding. The Training Center will have three of each and this will enable increased training in these skills. Training which will not be limited by the great expense of materials required to do actual spraying and welding. We're greatly excited about this state of the art opportunity.

NEW SCHEDULES ARE AVAILABLE ON-LINE AND IN PRINT

Our Class Schedule for the second six months (January through June 2014) is posted on the adjoining page, on-line at our website (dc16star.org) and is also available in print at your Local Union offices. With less than six months remaining in our training year we'd hope that all District Council 16's craftsmen will take advantage of these classes now as availability will become more difficult as the training year nears its end.

NEW CLASSES ADDED TO OUR GLAZING MENU

We have recently added three new classes for our Glazing participants. Total Station A, B and C. These classes focus on training Glaziers in the use of the "Total Station" layout tool. This tool is used by many of our larger contractors to provide intricate and precise field layout and measurement .

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

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

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

SE HABLA ESPANOL

SCT TRAINING IS MANDATORY

Early attendance at our Supervisory Certification Training has been sparse. We'd like to remind those who perform work of a supervisory nature that their Collectively Bargained Agreements require attendance and that failure to attend could result in ineligibility to perform these jobs.

GET REGISTERED FOR A CLASS NOW!



High Performance, High Value

STAR PROGRAM

3rd & 4th QUARTERS CLASS SCHEDULE

JANUARY 2014 TO JUNE 2014

PLAN AHEAD - Class Registration closes 12-days before class date.

TRADE-SPECIFIC RESTRICTIONS

(A) – All Trades, (D) – Drywall, (F) – Floors, (G) – Glaziers, (P) – Painters

****Students Registering for the 8-Hour Lead Refresher Class MUST have successfully completed a State Certified 24-Hour Lead Course. The State Certification must be valid at the time of registration.**

*** Students Registering for Welding Certification 201 MUST have completed welding Certification 101.**

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

THESE ARE EIGHT (8) HOUR CLASSES BEGINNING @ 6:00 AM TO 2:30 PM

ALL TRAINING IS PROVIDED BY THE DISTRICT COUNCIL 16 JOURNEYMAN AND APPRENTICE TRAINING TRUST FUND

JAN 4TH	(G) Welding 101 - SL (A) 1 st AID/CPR - SL (D) The Graco Mark 5 (Operation/Appl.) - SL (A) 1 st AID/CPR - SAC	MAR 8TH	(A) OSHA 30D (4 th Day-8 Hrs) - SL • (P) Intro to Wall Covering - SL (F) Scribing - SL (A) Scaffold - SL (A) OSHA 30B (2 nd Day-8 Hrs) - SAC •	May 3RD	(A) Swing Stage Certification - SL (D) Drywall Venetian Plastering - SL (G) Glazing Blueprint to Layout - SL (A) 1 st AID/CPR - SL (A) 1 st AID/CPR - SAC (A) 1 st AID/CPR - FRESNO
JAN 11TH	(G) Total Station A (intro and math) - SL • (A) OSHA 30A (1 st Day-8 Hrs) - SL • (P) 8 Hr Lead Refresher - SL ** (P) Intro to Faux Finishes - SL (F) Cove Pattern - SL (A) OSHA 30A (1 st Day-8 Hrs) - SAC • (A) 1 st AID/CPR - FRESNO	MAR 15TH	(A) Swing Stage Certification - SL (P) CAS Training "C" - SL (A) RRP Lead Renovation & Repair - SL (D) Drywall Venetian Plastering - SL (G) Total Station C (Coordinate & Layout) - SL • (A) Focus 4/Haz-Com - SAC	MAY 10TH	(A) OSHA 30C (3 rd Day-8 Hrs) - SL • (F) VCT- SL (P) CAS Training "B" - SL (G) Rigging & Hoisting "A" - SL (G) Total Station D (Coordinate & Layout II) - SL • (A) OSHA 30D (4 th Day-8 Hrs) - SAC •
JAN 25TH	(G) Glazing Door Hardware/Closers - SL (A) Scaffold - SL (P) CAS Training "A" - SL (D) Drywall Venetian Plastering - SL (A) Hazwoper 8 Hour Refresher - SL (G) Rigging & Hoisting "A" - SAC	MAR 22ND	(A) Focus 4/Haz-Com - SL (A) Booms & Lifts - SL (D) Drywall Repair-Texture Match - SL (F) Heat Welding- SAC (A) Booms & Lifts - FRESNO	MAY 17TH	(A) 1 st AID/CPR - SL (D) Drywall Repair-Texture Match - SL (A) RRP Lead Renovation & Repair - SL (F) Scribing - SAC
FEB 1ST	(A) Survival of the Fittest) - SAC (This is a one-time MANDATORY class.) (A) OSHA 30B (2 nd Day-8 Hrs) - SL • (A) Booms & Lifts - SL (P) Intro to Spray Techniques - SL (F) Heat Welding - SL	MAR 29TH	(P) Spray Techniques II - SL (P) Advanced Wall Covering - SL (G) Glazing Blueprint to Layout - SL (G) Welding Certification 201 (PRACTICE) - SL • (F) Carpet Stair Work - SL (D) The Graco Mark 5 (Operation/Appl.) - SAC	MAY 31ST	(A) Booms & Lifts - SL (G) Welding Certification 201 (PRACTICE) - SL • (G) Glazing Blueprint to Layout - SL (A) 1 st AID/CPR - SL (A) Focus 4/Haz-Com - SL (A) RRP Lead Renovation & Repair - FRESNO
FEB 8TH	(P) Drywall Repair for Painting Industry- SL (G) Welding Certification 201 (PRACTICE) - SL • (A) 1 st AID/CPR - SL (F) Cove Pattern - SAC (P) 8 Hr Lead Refresher - FRESNO**	APR 5TH	(A) OSHA 30A (1 st Day-8 Hrs) - SL • (G) Glazing Door Hardware/Panics- SL (F) Cove Pattern - SL (D) Drywall Textures Spray Techniques- SL (A) OSHA 30C (3 rd Day-8 Hrs) SAC •	JUNE 7TH	(A) OSHA 30D (4 th Day-8 Hrs) - SL • (P) 8 Hr Lead Refresher - SL ** (D) The Graco Mark 5 (Operation/ Appl.) - SL (G) Glazing Door Hardware/Panics- SL (A) Scaffold - SAC
FEB 22ND	(A) OSHA 30C (3 rd Day-8 Hrs) - SL • (A) RRP Lead Renovation & Repair - SL (P) CAS Training "B" - SL (D) Drywall Textures Spray Techniques- SL (G) Glazing Blueprint to Layout - SL (G) Total Station B (Coordinate (y-x-z) - SL • (G) Rigging & Hoisting "B" - SAC	APR 12TH	(P) 8 Hr Lead Refresher - SL ** (A) 1 st AID/CPR - SL (P) Drywall Repair for Painting Industry- SL (G) Welding 101 - SL (A) Focus 4/Haz-Com - SAC	JUNE 21ST	(A) Survival of the Fittest) - HAY/CHABOT (This is a one-time MANDATORY class.) (F) Cove Pattern - SL (P) CAS Training "C" - SL (G) Rigging & Hoisting "B" - SL (A) Booms & Lifts - SAC
MAR 1ST	(G) Skylight Training - SL (A) Flagging & Traffic Control - SL (P) 8 Hr Lead Refresher - SL ** (P) Advanced Faux Finishes - SL (A) Booms & Lifts - SAC	APR 26TH	(A) OSHA 30B (2 nd Day-8 Hrs) - SL • (P) CAS Training "A" - SL (G) Glazing Door Hardware/Closers - SL (F) Conventional Carpet - SL (A) Focus 4/Haz-Com - FRESNO	JUNE 28TH	(A) 1 st AID/CPR - SL (A) Flagging & Traffic Control - SL (D) Drywall Repair-Texture Match - SL (G) Skylight Training - SL (A) Focus 4/Haz-Com - SL (A) Focus 4/Haz-Com - SAC

The Walter Cantrell Scholarship

A stack of several books is shown, with a graduation cap (mortarboard) resting on top. The books are of various colors, including white, light blue, and light brown. The graduation cap is white with a red tassel. The entire scene is set against a light yellow background.

Investing in our families future
and education

See the following page for application, rules
and guidelines

Five \$2,000 Scholarships available

Application deadline is June 13, 2014

Winners will be announced in July of 2014

Walter Cantrell Scholarship

Eligibility

Eligibility requirements for receipt of the Walter Cantrell Memorial Scholarship are as follows:

A) Applicants must be dependents (sons, daughters or legally adopted dependents) of any member who has remained in good standing as defined in the Constitution of the International Union of Painters and Allied Trades Constitution with IUPAT District Council 16 for a period of not less than one year.

B) Applicants must be under the age of 25 years, and must attend within one year of the date of award, a certified College, University, Vocational Tech/Trade School or other such institute of higher learning. Award winners must provide proof of enrollment in the qualifying institution of their choice within the period of one year of the award date, failure to do so will constitute a forfeit of the award.

Essay Process/Application Period

Scholarships will be awarded to eligible applicants based on the content of an essay to be written by each applicant. This essay will be written on a chosen subject matter as determined by the following process:

In the month of April in each year, all Board Members will submit a topic for essay consideration and the Chairman of the Board will choose from those the subject matter for the upcoming year's essay. The essay topic and a scholarship application form will be provided to all requesting applications during the month of May in each year and essays will be accepted for consideration up to the postmarked date of June 15 in each year. All essays must be accompanied by the provided application form and this form must be completed in full. Essays are required to be no less than one thousand words without exceeding two thousand words and are to be typed or prepared using a legible word processing program (Microsoft Word or suitable alternate). Essays should not reference any personal relationships with members within District Council 16, Local Unions and Crafts.

This year's essay topic is: **What does a living wage mean to you? How does an area standard of living relate to you, your family, and your pursuit in college? What do you define as the middle class, and what are your thoughts in the effort to preserve it?**

Any submittals not meeting the above requirements will be removed from consideration.

Exception: *Persons who have received a previous award from the Walter Cantrell Scholarship Fund are not eligible for consideration.*

Application Form

(Must be submitted with essay)

SSN/SIN _____

Name _____

Address _____

City State Zip _____

Male _____ Female _____

Date of Birth _____

Single /Married _____

Date of Graduation _____

Mail To: **District Council 16**
2705 Constitution Drive
Livermore, CA 94551

List the College, University, Vocational/Technical School or other institution of higher learning you are attending or planning to attend.

Briefly describe the course of study you intend to pursue and the educational goals you have established for yourself.

DC16 Local Union number of parent/guardian who is member

DC16 Member's Name _____

Member's Signature _____

Member's SSN/SIN _____

Date _____

Council News

Steve Huckaby retires after 35 years of service and 12 years as a Business Representative and Organizer for District Council 16. Friends and family gathered in San Jose to congratulate Steve on his well deserved retirement.



The IUPAT along with District Council 16 hosted an Organizing “Boot Camp” as the second phase of the hiring process for two new Organizers. Below are the graduates of the intense 40+ hour training over three days.



IUPAT Organizing Instructor Doug Claypool is from Decatur, Illinois



The 10th Anniversary VAC Banquet was held again this year at the Casa Real Winery in Pleasanton. Local Union 507 of San Jose was Local of the Year for the third year in a row, and Jose Espinosa, VAC Coordinator for 507 was again the Activist of the Year. Everyone in attendance received an embroidered patch with the new VAC logo. Those who had 100 and 200 events were honored with additional milestone embroidered patches. Anthony Nuanes and James Ruigomez each had well over 200 events in 10 years, averaging 20+ events per year.



The first annual DC16 Veterans event was a fantastic success. Congressman George Miller, Senator Ellen Corbett and General President of the IUPAT Ken Rigmaiden were on hand to honor our Veterans for their service.



VSP



Highland Hospital-Oakland



Kaiser - Redwood City



San Andreas Detention Center



49ers Stadium



What can you get for a nickel?

by Mike West & Vince Echeverria

In January at the District Council 16 Delegates meeting, the subject of our PAC fund contribution of 5 cents per hour was raised. Due to the questions asked and the obvious misinformation that is out there, I got together with Regional Director Vince Echeverria to come up with a list of things that benefit our membership through a 5 cents per hour contribution towards Political Action.

•Davis Bacon Protections-Prevailing Wage. *Ensures when there are public funds involved that the project is paid at the prevailing wage.*

•Worker friendly legislation *(several bills signed into law this past legislative session)*

•Local and state board and committee appointments which benefit our members. *(Architects Board, Planning Commission, California Apprenticeship Council etc.)*

•Political Support for Project Labor Agreements *(We count on this from our friends at every level.)*

•Our supported Political allies will not pass “right-to-work” laws which could eventually destroy us. *(The same goes for “Charter Cities, and any other legislation that may silence our voice in politics like Prop. 32.)*

•Presidential appointments to the National Labor Relations Board (NLRB) *Under the previous administration the NLRB appointments were not necessarily worker friendly. Now under the current administration, based on some new appointments, they have been making better rulings on behalf of labor.)*

You get the picture. I could go on by giving you dozens of examples of all the opportunities our Political friends have taken to look out for our interests, and beat back any threats to labor.

I would go so far as to say that a nickel per hour contribution to our PAC Fund is more important to your livelihood than \$5.00 per hour on your wages. You stand to lose way more than that if we lose our voice in politics.

A common response is usually that the money goes to support candidates that are on the other side of a particular “wedge issue” that they disagree with. To be clear: We support candidates regardless of their Political Party as long as they support issues related to preserving our rights as Union members. We are not interested in their positions on any other issues except those which impact our jobs and working conditions. Many members would be surprised to know that nationally about 30% of our PAC money supports Labor friendly Republicans.

It is actually a strategy by those who seek to destroy us to try to divide our membership behind issues which have nothing to do with our right to Organize and thrive in the middle class. These issues include; guns; abortion; religious freedoms; marriage rights etc. Our views on these issues as a membership are split and on some we probably lean to the conservative side. However, on the issue of our right to collectively bargain and Organize we are all on the same page.

Mike West
Vince Echeverria

Politics and New State Laws enacted in 2013

By David Rosenfeld

With the Democrats in control of the legislature and a favorable Governor, workers are able to get legislation which will assist unions in organizing and protect employees from unscrupulous employers. The following are examples of some of the legislation enacted in 2013.

1. The Minimum Wage will increase from \$8.00 to \$9.00 on July 1, 2014 and to \$10.00 on January 1, 2016. This minimum wage increase will have an impact upon our members because it will force all employers to pay more including unscrupulous non-union employers.

One important impact is that non-union construction workers cannot bring their tools to a job site unless they are paid at least twice the minimum wage. This will mean an automatic increase to at least \$20.00 an hour January 1, 2016.

This will impact upon employees who are required to “free time” which means work without being paid. Under California law employees have to be paid for all hours worked and if a worker is not paid a minimum wage he is entitled

to double the minimum wage. This will mean employees will be entitled to at least \$20.00 an hour for all time that they work and are not paid.

2. The Domestic Workers Bill of Rights requires that domestic workers be paid overtime after 9 hours in a day or 45 hours in a week. This is historic and California is one of the first states to require the payment of overtime for domestic workers.

3. The Legislature passed several bills which will protect workers from retaliation because of their immigration work status. This will help prevent employers from discharging workers in organizing drives. One aspect of the new law is that an employee can change his or her personnel records and cannot be discharged for doing so. Members can correct mistakes in their personnel records without the threat of being terminated.

4. One of the aspects of the immigration legislation is that lawyers or employers who report or threaten to report immigration status of workers or their families who make complaints about working condi-

tions can lose their license to practice law or their business license. They can be fined also.

5. California’s Paid Sick Leave Program has been expanded so that employees can receive up to six weeks pay at 55% of their normal wages taking care of grandparents, grandchildren, siblings and parent-in-laws in addition to spouse, parent or children. You must apply for these benefits through the Employment Development Department.

“These are a few of the examples of some of the laws which were enacted in 2013. Having political power in Sacramento makes a lot of difference for our members and their families in California.”

David Rosenfeld

Greetings Brothers & Sisters,

We closed 2013 with a bang! Our Holiday Party was a huge success, with over 90% of the feedback from our members being positive. I want to thank the officers of our E-board that took time out of their busy schedules to make this event one worth remembering.

We finally moved from our former offices to our new and improved San Leandro location. The move posed a big challenge not only to the staff but to our membership, as AT&T failed to install the T-1 phone lines as well as internet service for over a week. We apologize to those that tried to reach us.

Our first Union meeting of 2014 was well attended. My hopes are that more members will

become involved by attending Union meetings, participating in volunteer events like the VAC and take as many STAR classes as one can. At our last Union meeting some in attendance brought up the fact that letters were not sent until suspension for falling behind with over the counter dues. It has been our experience that the vast majority of our membership does not read or open our mailed communications and we get the excuse "I never got a letter about it". A more efficient way to communicate with our membership is by; calling in, dropping by the office or sending an e-mail to jazy@dc16.us, in order to let the membership know about suspensions etc.

To the Foremen and Superintendents of our Painters and Drywall Finishers, it is a

contractual obligation to take the SCT1 & SCT2 Classes by June 30th of 2014 or upon a Business Rep visiting a jobsite and checking the SCT attendance list while not finding your name on it. You will not be able to direct traffic for the company until Classes are completed.

Thank you for being the very BEST at what you do, be safe on the jobsite and above all, display the HIGH PERFORMANCE/HIGH VALUE professional behavior that will help us regain the market share we lost in the past.

In Solidarity,

Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3

Brothers and Sisters,

As many of you probably know by now, all three offices in Local 12 have moved over the last couple of months. Once we've settled in and get everything up and running, the intent will be to provide everyone a much higher level of service. In all circumstances, there will be two to three administrative assistants answering phones, taking dues, and providing members with whatever their needs are at a given time. All of us at District Council 16 are anticipating good things for you, the membership.

Well it's 2014, and that means National Elections again! Come November we'll be participating in gubernatorial elections as well as the entire House of Representatives, and one third of

the Senate. We'll also be electing local politicians that can affect us greatly. Something as mundane as a simple school board has profound implications on our day-to-day lives. For example, it's the various school boards out there that are responsible to upgrade their schools which can lead, and often does, to our contractors bidding on school modernization projects. School boards also vote on whether or not a PLA will be in place. The more labor friendly board members elected, the more work we will be able to secure work at any given school district. The same holds true for local city and county councilmen and supervisors. If we get labor friendly politicians elected, we greatly increase our chances of securing larger projects both short term and long term. So

the bottom line is that we need to get ready and be proactive in the political process. Get registered to vote, volunteer to help your Union get the labor friendly politicians elected which will ensure that we reach the goals we strive for and that enhance our lives in a positive way.

In closing, I would like to wish everyone a prosperous year ahead! Also, stay safe out on the jobsites, as well as on your off time! Take care.

Fraternally,

Gene Hopkins
Business Representative
Local Union 12
District Council 16

Local Union News

Local 83

Dear Brothers and Sisters,

Let me start off by saying Happy New Year! I trust that everybody had a happy and joyous holidays spent with family and friends. First, I am very happy to report a historical and monumental victory for labor here in Sonoma County. The Board of Supervisors passed a countywide Project Labor Agreement for all public works projects totaling \$10 million and above. The projects that fall under these criteria will utilize skilled, highly trained, certified mechanics from our great Union. This victory was not easily obtained; it took years of planning and diligence to come to fruition. I would like to thank all of the Business Reps, Organizers and members that

helped overcome the anti-Union opposition on this matter.

As you know the Painters contract is up at the end of June. I asked all painters to attend the regular meetings to give suggestions on changes to the upcoming contract. We received many good suggestions that we will now take to a Joint Executive Board meeting to be reviewed and considered in the upcoming negotiations. Also, the new schedule for the STAR classes is out. To be eligible for the awards event in September, you must complete 16 hours of STAR training or if you have never participated, you must complete Survival of the Fittest and one STAR class. Keep in mind if you are a Foreman, Leadman or Superintendent you

must complete SCT2 training by July 1, 2014. As usual, work tends to slow down in the winter months, but we are already starting to see an upswing in the work. The future is looking very bright indeed.

In closing I would like to wish former Local 718 Business Representative Mike Dufford a fond farewell and good luck in your future endeavors. I would also like to welcome Madison Hull the new Business Representative for Local 718, who has already hit the ground running. We know that Glazier's Local 718 is in good hands. Work safely!

Matt Egan
Business Representative
District Council 16

Local 169

Hello Brothers and Sisters,

We have settled into our new offices at 2020 Williams St. in San Leandro. It has been 30 years since we last relocated our offices and it was bittersweet to leave our home of the last few decades, but the energy and excitement of the new location more than makes up for any lingering homesick feelings. Sharing a building with our Apprenticeship Training Center allows easier access for the new apprentices as they learn not only how to be Glaziers, but also how to be Union.

Every five years, our Union elects hundreds of delegates at every Local Union in the United States and Canada to send to meet with one another at our General Convention and take stock of the progress we have made and the

work that is yet to be done. These delegates will democratically work together to write new rules and changes to old rules in our governing document, the "Constitution of the International Union of Painters and Allied Trades".

This body will hear the vision propounded by the leadership of the Union and decide our course over the next five years. They will also decide exactly who the leadership of this great Union will be for those five years.

Glaziers Local 169 will be conducting the delegate nominations at a special called meeting on our regular meeting night in April and the election at a special called meeting in May, on our regular meeting night. Please make the extra effort to attend these meetings, as the success of this Convention is a very

important responsibility for each Local to shoulder. Make certain that your Local Union elects the delegates that best represent you by attending and participating in these special called meetings in April and May. The work they undertake this summer will impact you and your Union for years to come.

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

Joe Upchurch
Business Representative
DC 16 Glaziers Local 169

Hello again Brothers of Local 272,

Hope that the holidays were good for everyone. I am very enthusiastic with regards to work in our area! 2014 is looking to be a great year for both the Drywall Finishers and Painters here in Monterey and Santa Cruz Counties. We are looking at decent sized jobs coming to UCSC and also CSUMB. At the old Fort Ord property, there is to be a VA clinic built, which is out to bid at the time of writing this article.

Contracts are coming up, whether it is a roll over for the Drywall Finishers or negotiations for the Painters. We need you to come to a Union meeting to express your wants or

concerns for the next contract. Even if you just stop by the office or speak to me in the field, all of your input is valuable.

STAR: Get your training in! The end of this year's STAR schedule is rapidly coming to a close. Be sure to get those hours in so I can see you win something at the gala later this year. Improving your skills to make you more valuable as a tradesperson should be everyone's goal.

SCT 2 is scheduled for this area on March 22, 2014. All foremen or superintendents need to get signed up for this second class.

With the upcoming work situation the way it is, I need you to call or stop by the hall and put your names on the out

of work list. If your name is not on the out of work list it needs to be, how else would I know if you're available for work or not.

As always, I look forward to seeing you at a Union meeting.

Meetings for 2014 are as follows: March 11, April 8, May 13, June 10, July 8, September 9, October 14, November 11 & December 9.

All meetings start at 7PM.

Fraternally,

**John Papa
Business Representative
Local Union 272**

Dear Members,

I certainly hope everyone enjoyed the Holiday Season. With 2013 behind us we venture into 2014 knowing that we have a political agenda to support. There will be very important races for Local City Council, County Supervisor and the State and Federal seats. Currently we have endorsed only one candidate in our area. Her name is Amanda Renteria, she is running for the U.S. 21st, Congressional seat. Amanda is the former Chief of Staff to Senator Debbie Stabenow of Michigan and recently worked as a substitute teacher in the Sanger Unified School District. Please keep an eye on your mail boxes as we will have many opportunities through our VAC program to support the candidates that have

our best interest in mind. In addition we will also have DC 16 Elections along with Delegates to DC 16 and the General Convention.

The new STAR Schedule came out for the training period of January 2014-June 2014. There are a couple of classes that need to be brought to your attention. On April 26th, 2014 there will be a Focus4/Haz-Com class, this is an OSHA required course. If you have not yet taken Survival of the Fittest, the next scheduled class is in Hayward on June 21st, 2014. This is a mandatory one time class if you want to be eligible for the Rewards Day Event.

In closing I would like to remember Brother Jodell Long. Brother Long passed away in

October 2013. He was a long time member of DC 16 working out of several different Locals. Brother Long specialized in Industrial Coatings and at the time of his passing held every training certificate available to him through the STAR Program. Our thoughts and prayers go out to his Family and Friends.

In Unity,

**Jeff Roberts
Business Representative
DC16/LU294**

Local Union News

Local 376

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

I hope everyone had a good Holiday Season and is having a good start to the year thus far. As for our work outlook, due to lack of rain, the work load has been steady. Our out of work lists have been short throughout the winter months and should empty out soon with many projects already going and soon needing our Finishers, as well as projects scheduled to start very soon. The work load looks to be picking up even more throughout the rest of this year. Throughout the Bay Area many Project Labor Agreements have been signed which should also help greatly with hours. Right here in Solano County we

recently signed 2 Agreements (Solano Community College and the Vallejo Ferry Maintenance Agreement) with more in the works through our efforts at our Napa/Solano Building Trades. With the new year beginning this was also the start of implementing the newly signed SB54 Bill which should bring us a bigger share of the Industrial market, resulting in a need for Certified Industrial Painters. Get all of your certifications, keep up to date with renewals and bring all new or updated certifications into the hall so they can be copied and put in your file.

Sarah and I are working on bringing you a website soon that you will be able to access at www.376paintersandfinishers.com.

We will be highlighting projects in our area as well as our members working around the Bay Area. The new site should help us communicate with our members what we are working on as well as keeping you up to date on changes, topics and information needed to keep you connected.

We still would like to see more participation at our Local meetings that are held every 2nd Wednesday of every month at 6 p.m. Our participation is growing which brings our members closer. Look forward to seeing you there.

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

Local 487

Greetings Brothers and Sisters, In January you should have received the current STAR Training Class Schedule. For your convenience and training needs I listed and highlighted the upcoming classes being held at our facility in Sacramento. I hope that you will find this information useful and helpful. Let me make a suggestion to you, be proactive, make some class selections and attend this valuable training. If we continue to fill the classes scheduled in Sacramento, then we will continue to schedule and hold them there. Foremen who have completed Supervisor Certification Training 1, can access the schedule for SCT 2 on the STAR Training Website. I will be scheduling Special

Called Meetings for Painters to discuss and give input on your contract which expires June 30th of this year. You will be notified by mail so please get involved, **YOUR UNION NEEDS YOU!**

The IUPAT General Convention will convene in Orlando, Florida during August of this year. Local Unions and District Councils across the United States and Canada will send Delegates to the Convention which is held every five years. Not only will the Election of our General Officers take place during the Convention proceedings, but any proposed changes to the IUPAT Constitution submitted in the form of resolutions, will be discussed in committee and brought to the floor to be voted on.

I am sorry to have to report that last November, Abdul Azeez passed away at the far too young age of 55. Abdul worked often out of Local 487 as a Journeyman Painter and his special talents in faux finishes are on display in several Northern California Casinos. Brother Azeez, when the opportunity arose on the jobsite, was able to share his special skill set with some of our younger members. If you were fortunate enough to have worked on a job with Abdul you probably knew him and you will not likely forget him. Rest in Peace Brother.

Steven L. Caster
Business Representative
DC 16 Local Union 487

Members of Local 507,

The new year is off to a great start. We have moved into the new building at 2149 Oakland Road in San Jose. Since in the new building, we have had 31 new applications for membership. That means the future work picture is growing in January and February. Now is the time to make sure you keep up on your certifications and STAR classes. This summer is sure to be very busy. Health and Welfare hours have increased to an average of 129 per month for eligible working members. The organizers have and continue to have a positive outcome for our membership. In the last two months we have signed two new contractors in San Jose, one painting

contractor specializing in wall paper and one drywall finishing contractor.

To all the painters out there, your contract will be up June 30, 2014. We will be having Joint Executive Board Meetings for the entire Painters Locals to discuss the Painters negotiations. It is very important for Painters to bring contract ideas in writing to your Business Representative or Executive Board members so you can be heard.

Local 507 continues to be one of the most active Locals in the VAC. This year the dinner will be February 22, 2014. Jose Espinosa has worked very hard to get 68 qualified participants from Local 507. Most of our VAC participants do more

than the 3 events, the amount necessary to go to the dinner. It is up to you to get involved and change the San Jose area in a positive way for all Union men and women. This year is going to be a very active year in the V.A.C. due to the election cycle. There will be a very close and contested race for the Mayor of San Jose, other seats local, also state and congressional seats. All of your support will be welcomed and needed. You can contact Jose Espinosa at any meeting or at (408) 794-8826.

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

Brothers and Sisters of Local 567,

As you are aware by now, 2014 is an election year in Nevada. The Northern Nevada Central Labor Council will begin interviews of candidates for public office after the close of filing. The questions we ask the candidates are solely related to your wages and working conditions, not wedge issues. Later, delegates to the CLC and the Nevada AFL-CIO will debate and vote on endorsing these candidates. Local 567's delegates to the CLC and the Nevada AFL-CIO will participate in those interviews and debates as we have in the past. The resulting endorsements will be shared with you at the end of this process.

I have been reporting out at our Union Meetings about the projects bidding in northern Nevada

and in the Tahoe Basin. With the continued expansion of the Apple Data Farm and remodels of the GSR, Nugget, and CalNeva to name but a few, it appears that our construction economy is slowly beginning to make a comeback. Even with most of this summer's school district work being canceled it looks like we could have a decent year.

I am excited to tell you about a new smartphone app that is going to be available to all members of Local 567 along with their families. The use of this app has been paid for by the Building and Construction Trades Council of Northern Nevada and is free to you. The purpose of the BHeard App is to inform you with news on the issues you care about, help you organize by connecting you with your Union and its activities, and

influence change by contacting elected officials. All of this can be accomplished by using this one easy app. We will send you information on downloading and using this app very soon.

Last, I want to thank all of the members who turned out for the picket against Platinum Floors at the Peppermill Hotel Casino. Our members have always done the work at that club and we are not about to give it up now!

Fraternally,
Todd Koch
Regional Director

Local Union News

Local 718

Dear Brothers and Sisters of
Local 718 / DC 16,

Happy 2014! I hope everyone had a wonderful Holiday Season with his or her family and friends. Mike Dufford started back out in the field in the new year. We want to thank Brother Dufford for his leadership and service to our Local and District Council. We wish him all the best.

For those of you I have not yet had the opportunity to work with or meet, my name is Madison Hull. I'm proud to say I've been a dues paying member of our Local for nearly 12 years. The opportunity to fill this important position is allowing me a part in creating needed and exciting possibilities to strengthen and increase opportunities for our members, our District Council

and the trades.

We want to congratulate our 2013 VAC Participants. We had 12 members / 718 supporters who qualified to attend the upcoming VAC banquet held for VAC participants. These participants gave a little of their own time by participating in at least 3 VAC events in 2013. Thanks again to Nick Barulich, Irie Benson, Mike Dufford, Meaghan Strahorn, Ron Dunne, Laurie Dunne, John Dunne, Liam Dunne, Charles Jacobs, Jim Morales, Suzette McFadden Morales, and Jim Morales III. We also want to give a BIG thank you to our VAC coordinator Ron Dunne for organizing our members to all these events.

The January 2014 to June 2014 STAR class schedule is available

at www.dc16star.org. There is a new Total Station class series that has been added. This class along with the many other certification classes, and defined skillset classes, exists to enhance our ability to succeed in a competitive environment. We as a craft, have the opportunity to capture a lot of hours on some of the very large projects coming to the area; we need to be proactive and ready to fill and flourish in the many monumental projects.

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

Respectfully,

Madison Hull
Business Representative
District Council 16
Glaziers Local 718

Local 741

Brothers and Sisters,

Before looking forward, I would like to take a look at the last year. Last year was a high year after a series of down years. The economy is coming back and the work hours are growing. We all know that the hours are not back to where we would all like them, but they have been steadily growing.

With this being said, we have another year of gains ahead of us. The work projection is good and the hours should continue to grow. Having this outlook, we need to get ourselves ready to sustain these hours and continually grow them. We, as skilled craftsmen, need to continue to upgrade our skills. We must take it upon ourselves

to take any training that will make us more employable and safer on our projects.

We also need to get involved in the political process. In the last election cycle, we were able to help in the election of labor friendly politicians. These elected officials were able to help with a bill that makes all projects at refineries pay the prevailing wages and use apprenticeship standards on these projects. They also helped with the issues presented by Charter Cities and helped get many Project Labor Agreements implemented. Even though these were great victories in the labor movement, we cannot stop where we are now. We must continue forward and for this, we need you to be involved. Get

active, help with precinct walks, phone banking, and voting. The strength of the labor movement is the ability to work together and forcefully push forward the ideas and values of our members. By getting involved, we can get our principles in the discussions of the law makers.

I wish all of you a prosperous life in the upcoming year and hope to see many of you at your Local meetings.

Regards,

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

Brothers and Sisters,

As we start on a new year let's look back at the accomplishments last year. The hours in the Glazing field were up, we rolled out Smart Choices Healthy Rewards, and we started STC1 (Supervisor Certification Training), SCT2, and HAZ COM. We now have three new buildings that the Locals are working out of. I really feel that we are moving forward in a very positive direction.

We have some projects coming up at the Yolo Court House, Sacramento City College, and Chico State. We are currently working on securing the Arena project as well as a couple hotels in the Valley. Also PG&E is

going to build a new Training Center in Winters that will train about 100 members a week.

If you haven't taken your STAR classes, we only have 4 months left this year. The Leadmen and Supervisors that need SCT1 have to enroll as soon as possible. After you complete SCT1 you have a year to complete SCT2. I would like to stress if you sign up for a class, make sure that you attend.

I would like to challenge all of our members to participate in the VAC Program. In Sacramento we will have the Cancer Walk, River Clean up, Labor Day Picnic and many other events. We will also need all of our members help with some of the upcoming Political

Elections and possible Ballot Measures.

Elections will be held this year for Business Manager/Secretary-Treasurer, Local Business Representatives and Delegates to District Council. This year we will also have the General Convention and you will be electing Delegates to attend this event.

Remember, Local 767's regular meetings are held the second Tuesday of the month at 5:00 P.M. Please be safe out there.

Fraternally,

John Tweedt
Business Representative
District Council 16 Local 767

Hello to all the members of DC 16,

Best wishes into the new year, may it be prosperous for you and your families. The following is a list of VAC members that are invited to the VAC dinner on February 22, 2014. Javier Ayala, Marsha Benson, Mathew Garcia, Steven Ice, Eric Jones, Rachel Jones, Tom Linebarger, James Marquez, Aisha Martinez, Carlos Martinez, Alma A. Miller, Christopher Miller, Vernon F. Miller Jr., Patrick B. Nixon Jr., James Ruigomez and Sandy Stallone. A special thanks to Steven Ice, he stepped up and volunteered to be the VAC coordinator for local 913. These members attended at least 3 events and now have a good chance to win a great prize at the

dinner. I would like to personally thank them for their efforts.

Please remember that membership dues have increased for all apprentices and regular members to \$87.00 per quarter. Your dues are always due at the beginning of each quarter. A \$5.00 late fee is assessed for each month you are delinquent past the 20th. Membership dues, in part, help to defray the operational cost of the Local and create a financial burden on the Local Union when they are not paid in a timely manner.

We have completed our move to Market Street and are up and running our Union at full capacity. Our new address is 1939 Market Street Suite B San Francisco, CA 94103. The

telephone number is 415-625-0225 and our fax number is 415-553-5955. Please make a note of these numbers and address. We will have our meetings here at this location on the first Wednesday of every month at 6 PM. The following are the dates that we will meet through 2014. March 5, April 2, May 7, June 4, July 2, August 6, September 3, October 1, November 5 and December 3, 2014. Please make an effort to attend these meetings. I hope to see you on the job or at the hall.

Fraternally,

James Ruigomez
Regional Director
District Council 16
Local Union 913

Local Union News

To all Union members of Local 1176,

I would like to begin with wishing you all a Happy New Year. As all of you know, the Local Union has moved to our new location in San Leandro. Everyone should have received a postcard with the new address, but just in case you didn't the address is, 2020 Williams Street, suite A-1 in San Leandro. Please take note of this so you don't go to the wrong location.

For the members working at Apply-A-Line, our Director of Training Alex Beltran will be at the jobsite with his trainers on March 20th to give a Hazwopper Refresher Course for the members. This is something the

District Council is offering to the employees who are out of the area, I also will be attending, see you all there.

For the members at BAE, the arbitration hearing for the CCSI subcontracting case was settled, and was in favor of the Union Members receiving back pay. The employer gave checks to the members at which the Union then disagreed on the amounts and informed the members to return the checks. The attorneys will meet to go over the amount that the members should receive, please be patient and we will keep you informed.

We have contracts that will be expiring this year; Kelly Moore, MacLac, San Francisco Housing Authority, BAE, and lots of Body

Shops contracts. I will be around talking with the members on proposals for the upcoming negotiations.

Fraternally,

Jose Santana
Business Representative
District Council 16
Local 1176

Dear Members,

First and foremost, we thank those of you who participated in the VAC events last year. We anticipate a busy 2014 for the VAC with the elections and yearly events. Congratulations to those who made membership in 2013.

We also thank the District Council 16 Delegates that reported the updated Delegates meetings. Information that is passed on includes: Business Manger/ Secretary Treasurer, Service, Organizing and Communication Directors reports; District Council finances, updates on Wage Equality per craft, signing of new contractors, reports on the Health & Welfare, Pension,

Law Suits and Arbitrations. Our delegates accepted the responsibility to keep the Local Union memberships informed. They have done an exceptional job.

District Council 16 continues to make strides in securing employment by turning projects from non-union to Union, negotiating Project Labor Agreements, creating hours that contribute to Health and Welfare, hours contributing to Pension, and serving the membership by providing wages and conditions in the Collective Bargaining Agreements. This would not be possible without you; your voice at the Union meetings, or eyes and ears out in the field. All we are asking is for you to continue to participate

with your Local Union in whatever capacity needed that benefit the members.

We continue to have members call with surprise for having a deductible on Smart Choices/ Healthy Rewards. The District Council 16 Health & Welfare Trust has provided information to all participants. Smart Choices/Healthy Rewards has also been discussed in over a dozen Union meetings and Business Representatives have taken information to jobsites. If you still have not signed up for the program and have questions, you can contact the Local Union and we can help you.

Vince Echeverria
Regional Director
District Council 16/Local 1237

Dear Members,

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

As you all know, Steve Huckaby retired on November 30, 2013. I would like to take this opportunity to thank Steve for his years of dedicated service to the Union, and especially for everything he has done for Local 1621. We wish him all the best!

I would also like to take a moment to introduce myself. I'm a second generation glazier. I began my apprenticeship with Glaziers Local 1621 eleven years ago with Franciscan Glass in

Mountain View. I was given the opportunity by our membership to serve on the Executive Board as our Warden, Vice President and President of this Local for the past seven years. I applied with District Council 16 for the open Business Representative position with Local 1621 along with several other candidates and was given the opportunity and challenge to serve as your new Business Representative. I want to thank you all for your support and confidence in my ability to serve all of our member's needs.

Over the past months, I have been working diligently on recruiting manpower and placing apprentices. I have also been attending Santa Clara County and Monterey County

Building Trades meetings to represent our issues, and working with our members and employers to see that our Collective Bargaining Agreement is being administered accordingly.

We are all moved and settling in to our new District Council 16 building. The new address is 2149 Oakland Road, San Jose, CA 95131. Our new office phone number is (408) 824-1280. I hope to see you all at our next Local Union meeting. Local 1621 meetings are held the third Tuesday of every month.

Fraternally,

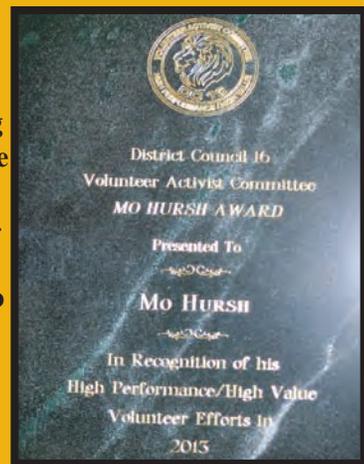
Brett Davis
Business Representative
DC16 Local 1621



Editors Notes:

Mo Hursh of Local 567 receives the first annual "Mo Hursh Award" in recognition of his High Performance/High Value efforts in 2013. Mo was wrapping up a VAC event when some of the paperwork blew down an embankment. Mo slid down the embankment after it, but when he got to the bottom, he pitched forward landing on his arms. When he got back to the top, Todd saw that he was injured and took him to the hospital. Mo's arm had most of the skin scraped off, and while treating that, the other arm started to swell up as well. He left the hospital with one arm fully bandaged and the other in a soft cast. Regardless of the accident Mo's VAC paperwork was turned in the very next day, including his own application with the hold harmless agreement. Mo has a reputation for answering every call for VAC events in Reno. Thanks Mo for your dedication to the VAC and DC 16.

Mike West





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Livermore, CA 94551

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