



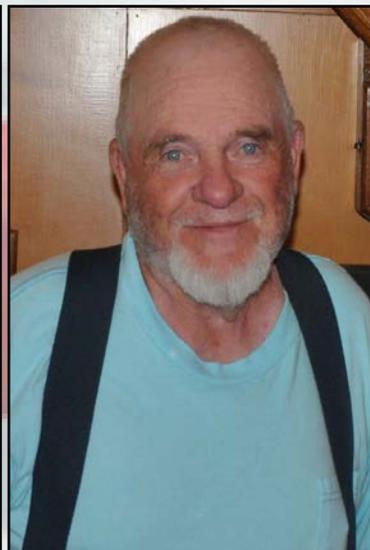
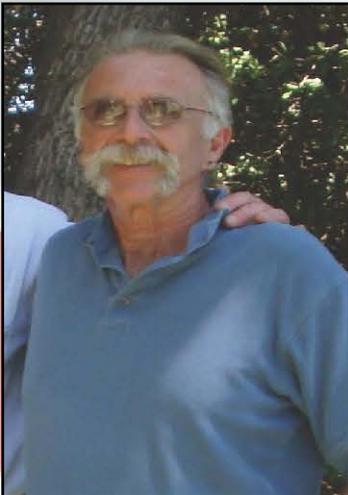
The Pride

September - December 2017



*The Home of High Performance / High Value
Finishing Craft Workers*

In honor of all the men & women who served and continue to serve our country



Inside The PRIDE

4 *Chris Christophersen Sr.*
BM/ST DC 16
 Todd Koch Retirement &
 Current Events



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

8 *Alex Beltran*
Director of Training
 Welcomes New Instructors



10 *Veteran Spotlights*
 High Performance/
 High Value



14 *Council News*
 - Apprentice Graduation
 - NAW 2017
 - PATCH
 - Walter Cantrell
 Scholarship Winners



17 *Job Profiles*
 - SF- Alcatraz
 - Palo Alto - 1050 Page
 Mill Road
 - SF - Sales Force
 - Mariposa Court House



20 *North Bay Firestorm*
 by Matt Egan Sr.

22 *2018 NCAT*
Award Winners

23 *Local Union News*
 Business Representatives
 report on local issues



HIGH PERFORMANCE Message from the Business Manager HIGH VALUE



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

I would like to start this article by congratulating Regional Director Todd Koch on his retirement announcement effective December 31, 2017.

Brother Todd started his career in the Floor Covering Industry back in February of 1978, a career spanning 40 years in the labor movement. He became Business Representative of Local 567 in Reno, Nevada in the year 1995 and then Business Manager / Secretary Treasurer in

1997. Brother Todd has served as Vice President of the Nevada State AFL-CIO, President of the Northern Nevada Central Labor Council, President of the Building and Construction Trades Council of Northern Nevada for over 16 years, Regional Director for District Council 16 and still sits as a board member of the Nevada Governor's Workforce Development Board.

“To say Brother Todd has had a long and involved career as a labor leader is an understatement.”

To say Brother Todd has had a long and involved career as a labor leader is an understatement. His presence and membership in the State of Nevada has been instrumental in the growth and opportunity for all construction workers in the State. We all should be proud of Todd's career and commitment to District Council 16 and its members.

I want to again thank Brother Todd Koch for all his support, leadership and most important his friendship. Good luck in your future endeavors and enjoy all

that time with your family.

So with all that being said, who fills the void? It gives me great pride to introduce former Organizer Russ James, as the new Business Representative for Northern Nevada, Local Union 567. Russ has been a huge advocate and labor leader during his 13 years of tenure in the labor movement. Russ was recently elected President of the Building and Construction Trades Council of Northern Nevada; the first Organizer elected to this position. Working closely with Todd over the years, I am confident Russ will bring the same great leadership and drive to the Nevada Region.

We have also filled vacancies in other departments. I have appointed Trinity Presley as the new Northern Nevada Organizer as of January 2018. Trinity is a Painter by trade, was a Foreman in the field, active in his Local Union by participating in VAC's and served on the E-Board as Trustee and Vice President. We look forward to working with Trinity and watching him excel in his new position.

New staff, Elizabeth Powell, was also hired for the Northern Nevada Finishing Trades Institute Apprenticeship program. Welcome aboard!

We will be starting to prepare

for the upcoming negotiations with the Drywall and Glazing contractors associations. You as members should be attending your Local Union meetings for input and information that will be discussed throughout the negotiation process.

Our contractors also feel you as members are the best in the industry for all crafts that we represent. Here is a little something that they do to reward our members, the NCPFC Stepping Up Awards and NCGMA Glass Management Association Awards.

The Northern California Allied Trades' (NCAT) respective member associations, NCPFC (Northern California Painting and Finishing Contractors) and NCGMA (Northern California Glass Management Association) is pleased to once again hold its annual Stepping-Up Awards and Glass Management Association Awards this January 2018.

This special event allows Union contractor members to recognize and honor one of their company's employees who has gone above and beyond by demonstrating leadership, professionalism and dedication to their craft and company in addition to exemplary safety and performance.

For more than 10 years, the awards dinner event has been held at the NCAT offices in Emeryville. Last year, the venue moved to the Blackhawk Museum in Danville. This year, all nominees will receive a jacket and a check for \$300 and those nominees present at the dinner

will also be entered into a random drawing for a chance to win one of six super prizes in the amounts ranging from \$500 to \$2,000. Also included in the festivities are exclusive after-hours access to the museum, dinner buffet catered by Scott's Seafood Restaurant, a photo booth and photo back drops for the awardees and their families.

Congratulations to the 2018 NCPFC Stepping Up Award Winners and to the 2018 NCGMA Glass Management Association Award Winners, as we celebrate and recognize your exemplary leadership and performance. For the full list of winners please see page 22.

*“Congratulations
to the 2018
NCPFC Stepping
Up Award Winners
and to the 2018
NCGMA Glass
Management
Association Award
Winners.”*

CHANGE IN ZONE STATUS

We are pleased to have some good news to report. After many years in the “Red Zone” (Critical Status), the Northern California Glaziers, Architectural Metal & Glassworkers Pension Plan is moving into the “Yellow Zone” (Endangered Status).

This improvement in the Plan's condition is largely due to good investment returns and increased work hours over the last few years.

In particular, the recent increase in work hours has been very dramatic. Since a low of roughly 1.7 million contribution hours for the twelve months ending June 30, 2011, the Plan has seen a nearly doubling of hours to 3.3 million for the twelve months ending June 30, 2016. Your continued hard work is key to this improvement in the Plan's condition. We look forward to a continued and robust economy and for construction hours to stay strong through 2018.

Although we are making steady progress toward putting the Plan on a secure funding level, there will always be risks in the future, such as poor investment returns or decreased work hours. If any of those unfortunate events should occur, as always, the Trustees will do their best to preserve the overall health of the Plan.

I also would like to take this time to wish all of you a safe and Happy Holiday Season, take this time to spend it with your family and friends and we will see you next year.

Fraternally,

Christopher Christophersen Sr.
BM/ST
District Council 16

Director of Service



Jose Santana

Brothers and Sisters,

I would like to begin by saying our hearts go out to all the members and their families that lost their homes and property in the wildfire up North. The effect of the fire has changed that region of the State, the destruction has changed us all. To all the people that lost their homes, I wish them the best in rebuilding their new home and a quick return to some form of normalcy. Take every opportunity to assist all the members affected and the community at large.

For everyone's information there is no increase to the cost of our District Council Health and Welfare. The increase will be covered with the reserves due to an increase of hours worked by the average member. It is great to see that your yearly increase will go into other benefits or

wages instead of Health and Welfare.

As we work together, the Service Department and Organizing Department, I am happy to announce that an agreement was reached with Yellow Dog Window in Stockton. The negotiations have been ongoing for years since the closing of International Window in Santa Clara and the move to Stockton. I would like to welcome the new 33 members working there, Welcome aboard.

“An important message from the OE Federal Credit Union.”

This year's Women Build Nations Conference in Chicago was a success. I want to thank all the delegates from District Council that attended this conference. It was great to hear everyone's report on how educational this conference was and how more women are entering the trades.

Below I am including an important message from the OE Federal Credit Union:

YOUR VACATION PAY

OE Federal Credit Union processes all vacation pay for DC 16. Vacation Pay on

deposit at the Credit Union that is not accessed at least one time within a 12-month period becomes “dormant” and subject to escheatment (transfer of property to the State). State Law requires all accounts that do not have member contact in a three or more year period to be turned over to the State.

If you've worked under a Northern California Drywall Finishers, Painters or Floor Covering Master Agreement you are eligible for Vacation Pay but never accessed your OE Federal Vacation Pay account, please contact the Credit Union today at (800)877-4444. In order to keep your account active, they need to hear from you as soon as possible.

NOTE: If you access your OE Federal account on a regular basis (or at least once per year), this State Law does not apply and no action is required.

As the year comes to a close, please remember to be safe and take a little time to recharge. It is very easy to forget your family and friends as we all get so busy in the daily routine of life. The importance of friends and family is what the Union is about. I would like to wish everyone a prosperous and healthy holiday season and Happy New Year.

Jose Santana
Director of Service
District Council 16

Director of Organizing



John Sherak

Success in organizing campaigns is linked with organized labor's political power.

In February lawmakers in Iowa passed anti-union legislation. The new law requires that an existing Union go through a re-certification election the year before the Collective Bargaining Agreement (CBA) expires. This means the majority of employees of a bargaining unit must vote to keep their Union as their representative and their CBA. Another unfair obstacle of this new law is if a member does not vote, it's counted as a "no" vote.

Why was this done?

This is a direct gut-punch to workers' rights and a Union's ability to organize. Iowa Unions now must devote their time to retaining their bargaining units rather than organizing new ones. The gist of this anti-union legislation is road blocks in organizing.

Why should Union members and their families show up to the polls and vote?

Apprentices and Journeymen alike must understand that positive political change will impact them on the jobsite, at home and in their wallet. A lack of action (i.e., not exercising your vote) will always negatively affect you. Regrettably, continuous legislative fights will always be necessary because of anti-worker politicians being elected and your non-union counterparts comprising a much larger percent of the market. Your vote for pro Union candidates and progressive alterations in legislation will benefit Union members and society alike.

***“The Union
fights on behalf
of all workers.”***

The Union fights on behalf of all workers. Union membership offers workers a strong voice for change in the workplace. Organized labor lobbying and standing resilient together for the rights of workers is one of the most important ways to secure our future. Your involvement in politics will increase the advancements in legislation and in turn benefit Union organizing campaigns.

It's our obligation as Union families to be focused on reforming labor laws for the betterment of working people. It's every union member's duty to fight to increase our market share and the rights

of unionization in the U.S. Collective bargaining rights, health-care, vacations, retirement and fair wages are what the Unions battle for. However it will always take standing together and fighting to get them and keep them.

As for our Iowa DC 81 Union brothers and sisters recent contract vote, 33 of the 35 bargaining units overwhelmingly voted to maintain their Union contracts, with extraordinary voter participation. It's clear workers want a seat at the table and the right to be a part of a Union. Join the fight!

Work Preservation Fund (WPF) is looking to hire an investigator. WPF's purpose is public contract compliance for the crafts of drywall finishing, floor covering, glazing and painting throughout northern California. The WPF and their investigators act as a watchdog on public works projects by carrying out an active program of monitoring and investigation to assure that laws governing public works construction are enforced by the appropriate public agencies.

WPF is a small non-profit, labor-management cooperative venture located in Livermore, California. If you are interested in applying please contact me at 925-245-1080.

John Sherak
Director of Organizing
District Council 16

Director of Training



Alex Beltran

I am pleased to announce that our Apprenticeship Program has hired three new Instructors. We welcome a Glazing Instructor, Painting & Decorating Instructor as well as an Industrial Painting Instructor. The addition of these new Instructors has only added value to our already well rounded and experienced team. I would like to introduce:

**Tanner Carroll
(Industrial Instructor)**



“At the age of eighteen I joined the Union. I then started my career at Jerry Thompson & Sons and eventually moved on to Redwood Painting. There I was introduced to the industrial and commercial painting world where I received my title as a ‘hybrid’ painter. I spent most of my time

hanging off of the Golden Gate Bridge, painting Levi Stadium, crawling in tanks as well as remodeling the interior and exterior of hotels in San Francisco.

As a member I have strived to be the best person I can be and obtain as much knowledge and skill as possible. Now that I am an Instructor at the Apprenticeship Program my goal is to help apprentices be the best they can be inside and outside of work.

My hobbies include drag racing my 1966 mustang, spending time with my family and friends, and long late night walks to my fridge.”

**Benjamin Saylor
(Glazing Instructor)**



“I have thus far enjoyed my twenty year career as a Glazier. Seventeen of those years I spent at C/S Erectors where I ran many successful projects. The reason I joined the Union 20 years ago was to have a career with benefits, good pay and to provide a better life for my family.

I am happily married and my wife and I are blessed with two beautiful daughters, ages six and four. My hobbies include working on projects at my house or for relatives as well as working on my classic 1972 Dodge Charger when I have time.

I joined the program because I truly believe I can help better the program for the apprentices. Instead of complaining about what I am seeing in the trade, I am trying to do something about it. My belief is this starts at the lowest level, a brand new apprentice.”

**Wendy Burrows
(Painting & Decorating Instructor)**



“I joined the trade 20 years ago as a Commercial Painter. I am a member out of Local 487 and went through the Apprenticeship Program until I became a journey worker. I then worked my way up to a Lead Painter and eventually I became a Foreman. I have learned many things in my career but the most important is how to be a leader. I look forward to sharing my knowledge and skills with the apprentices in the program.”

District Council 16 and I, welcome our new Instructors. These individuals have shown the skill and capability of building our future. We look forward to watching you educate the members and thank you for showing High Performance/High Value.

We are the “Best of the Best”.

**Alex Beltran
Director of Training
District Council 16**

Director of Communications

**High Performance
High Value**



**Rule # 1
The Members Come First**



Madison Hull

Brothers and Sisters of District Council 16,

The 2017 legislative session ended in September and was successful in forging positive progress ahead for the working men and women of California. The collaboration and forces in the California labor movement with the California State Building Trades, the California Labor Federation, District Council 16 Political Action Department and the boots on the ground in Sacramento and in our communities returned real progress for our members and their families.

“Long-awaited investment in transportation and affordable housing would not have happened without strong Labor support. The renewal of cap and trade ensured funding to high-speed rail and transit jobs while helping us meet our state’s climate goals. California continues to lead when it comes to worker’s rights and good job creation.”

Some of the key legislative wins for the members of District Council 16 are as follows:

AB 1158 Carpet Recycling – District Council 16 was a key partner in addressing the need for a skilled and trained workforce to be a part of the discussion in forming the State’s goal of implementing a “Stewardship Program” that sets a carpet recycling goal of 24% by 2020. District Council 16 and our counterparts in District Council 36 now have a seat at the table with an appointment to the advisory committee from our respective Northern/Southern California Floor Covering Finishing Trades Institute Joint Apprenticeship Training Committee. In addition, to further educate and provide outreach to achieve the purpose of AB 1158 our state-approved apprenticeship programs for training apprentice and journey-level carpet installers in proper carpet recycling practices have the opportunity to apply for incentives and grants to specifically train and be the industry leader and advocate for carpet recycling.

AB 1701 Labor-related liabilities: Original Contractor – Protects all construction workers by holding a general contractor jointly liable for missing wages, health or other fringe benefits, or contributions owed to a worker by a subcontractor on a project. Construction has two sides, one that allows workers to access the middle class with good wages and benefits,

while the other is plagued by the underground economy with low wages, lack of health and safety and no worker protections. “A recent California study found that wage theft in the construction industry cost taxpayers over \$75 million per year, over 144,000 workers were not reported by contractors or were misclassified; workers in the underground economy earn half of what properly reported workers earn and are 3 times more likely to live in poverty; and construction employers/developers stole 1.2 billion in wages. Approximately 3,000 subcontractors go out of business every quarter in California according to the Bureau of Labor Statistics accounting for 12,000-25,000 job losses per quarter. AB 1701 will reduce the financial risk to those workers of not receiving their wages/benefits for work they already performed.”

In closing, it has been a year of much success and many tests on the strength and unity of the labor movement. It is the work of each and every member, our families and our allies to continue to build stronger communities from the inside out! Wishing you and your families a joyous Holiday Season and a fruitful New Year!

The best way to predict the future is to take part in it.

Madison Hull
Director of Communications
District Council 16

Veteran Spotlight



Nic Bollman

I would like to spotlight one of our very own Local 12 members, Nic Bollman, who is currently a 4th Period Apprentice at DSB+ North Bay.

He enjoys hunting, fishing and spending time with family which is very important to him. A hobby Nic would like to pursue soon is building a classic car of his own.

Nic served in the United States Marine Corps for eight years. Nic joined the Marine Corps in 1996 and served through 2005, with five years of active duty stationed on Navy vessels working as a Parachute Rigger. As a parachute rigger, Nic was responsible for providing safe travel for fellow Marines heading into combat with the expectation of a 0% failure rate. Nic states that "he is proud and honored to have been a Marine."

The Marines taught Nic many core values that he incorporates into his work as a Floor Coverer today.

Some of those core values are his work ethic, self-motivation and exceeding expectations any chance he gets. A core value that stands out to Nic is "accountability" which drives him to do his absolute best.

Nic enjoys the sense of accomplishment he gets every time he looks back at a finished product knowing that the product he installed will last a long time, which exemplifies our High Performance/High Value culture here at DC 16.

From all of us at DC 16 and Local Union 12, we would like to thank you for your service and wish you all the success on your Floor Covering career.



Josh Shepperd

Josh Shepperd is a third year Glazier Apprentice at Mission Glass Company out of Local Union 718. Josh served with the United States Army

for eight years. He enlisted with a desire to help his country. During his time of service, he became a Medic also known as an EMT. In 2011 he was deployed to Iraq. While overseas he was assigned to 68 Whiskey. Josh achieved the classification of Sergeant E-5.

Helmets to Hard Hats is the program that provided the path of opportunity and exposed Josh, other servicemen and women, to the benefits of being Union Craftworkers. While considering which trade to choose, Josh's wife, Lucy, suggested he try Glazing.

Since following his loving wife's suggestion, he has found the work to be enjoyable and a challenge. The good wages, benefits and training are a plus. Early working hours allow Josh to have the rest of the day to enjoy his wife and one-year-old son Mason.

Some of his off work pastimes include softball and league bowling. Josh recently participated in another one of his hobbies, golf, in a tournament for the South Bay Building Trades Council in Monterey. "I like the people I work with", Josh said with a smile.

He also expressed that many men and women completing their term of service would be eager to know how good Glazing is, wages especially. His military training has been a benefit to learning the skills of the trade.

Emphasizing proficiency and commitment, in regards to DC16 motto High Performance/High Value, Josh replied with, "Set a standard and reach the standard".

This section is dedicated to all Brothers and Sisters



Rich Bergeron

Private First Class, Richard L. Bergeron, was drafted into the US Army on Dec. 5th, 1958. Private Bergeron was accepted to the 3rd

Infantry Division and was deployed to Wurzburg, Germany, where he was placed on Transportation Support.

While on temporary duty he was attached to the 63rd, carrying tanks and equipment. When asked about time served during the Cold War, Mr. Bergeron shared two stories. He said "I will never forget being stationed North near the border, there were machine gun towers every 50 yards manned by the Russian opposition. They would shoot men, women and children as they would try to cross the border from Russian controlled Chechnya into Germany" and "being told we are on Red Alert, the Russians have just shot down a U-2! I thought to myself, We are going to War".

Mr. Bergeron has been a member of the IUPAT for 38 years. He spent most of his career working at the Hyatt in San Francisco.

Mr. Bergeron enjoys spending time with his wife, two children and four grandchildren. He also enjoys painting his impressive collection of miniature soldiers.

When asked for some words of wisdom for new members, he said "You are a Union member, we are brothers. We watch each other's backs" and "Continue your training, take pride in your work!"

Dc 16 and Local 83 are proud to call brother Bergeron a member and thank him for his years of service not only to our country, but to our craft.



Gregory Gaynor

Brother Gregory Gaynor joined Local Union 741 in 2000 as an Industrial Painter. After working non-union for 5 years, Brother Gaynor was looking to have value placed on training, safety and quality by his contractor.

He was able to find this in Redwood Painting. He traded the convenience of working for a local company for the professional employer and representation he was seeking.

Prior to becoming an industrial painter, in 1985 Greg enlisted in the Navy. While there, he was trained as a medic. He rose to the position of Navy Petty Officer 3rd Class while also becoming an emergency room technician at Camp Pendleton and Great Lakes, IL until 1993.

In 1995, Greg decided to make a lateral move into the Army to serve as an Army Sergeant. While in the Army, he served and fought in two wars. During Iraqi Freedom, he was a medic at Guantanamo Bay and in 2007 he was deployed to fight in the Iraq Conflict. While in Balad, Iraq in 2007, Greg was a cannoner and medic to secure Saddam Hussein's airfield.

During his military career, Greg helped in the Northern California Indian & American River floods, the Oakland Hills fire, 1989 San Francisco earthquake aftermath, and Hurricane Katrina. Due to the actions of Brother Gaynor, he was the recipient of 4 humanitarian awards.

Brother Gaynor enjoys his life living in Stockton, CA with his wife Martha of 28 years. He has three children, Samantha, Monique and Cameran. Greg and Martha are expecting their first grandchild on November 27th.

Recently he decided to get more involved and was elected as a Trustee of his Local Union. Greg has shown a life-long dedication to his family, Country and Union over the years and for that we are all lucky to have him as a member, co-worker and friend. Thank you for all you have done.

who best exemplify High Performance / High Value



STAR PROGRAM

1st & 2nd QUARTERS CLASS SCHEDULE

JANUARY 2018 TO JUNE 2018

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, 7.5 contact-hrs per Day. (4 classes MUST be completed within a 6 month period)
 - **Total Station Training participants must pass each class in order (A-C) to be able to advance to the next class**
 - ~ Students Registering for Rigging & Hoisting "B" MUST have successfully completed Rigging & Hoisting "A"

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 6TH	(A) 1 st AID/CPR – SL (A) Silica/Respirator Training – SL (A) Silica/Respirator Training – SAC (A) Blueprint Reading – FRESNO	MAR 10TH	(A) Silica/Respirator Training – SL (F) Scribing – SL (A) 1 st AID/CPR – SAC (A) Fall Protection – SL (A) OSHA 30D (4 th Day-8 Hrs) – SL •	MAY 12TH	(A) Swing Stage Certification – SL (D)(P) Drywall Venetian Plastering – SL (A) Fall Protection – SL (A) 1 st AID/CPR – FRESNO
JAN 20TH	(A) Booms & Lifts – SL (A) OSHA 30A (1 st Day-8 Hrs) – SL • (A) Silica/Respirator Training – SL (A) 1 st AID/CPR – SAC (A) Silica/Respirator Training – RENO	MAR 17TH	(A) Swing Stage Certification – SL (A) Silica/Respirator Training – SL (D)(P) Drywall Venetian Plastering – SL (A) Booms & Lifts – SL (A) Booms & Lifts – SAC (A) ICRA Training – RENO	MAY 19TH	(A) OSHA 30C (3 rd Day-8 Hrs) – SL • (F) Installation of Carpet – SL (P) CAS Training – SL (A) Rigging & Hoisting "A" – SL (G) Handrail Training (Basic) – SL (A) Fall Protection – RENO
JAN 27TH	(A) Silica/Respirator Training – SAC (A) Scaffold – SL (A) Silica/Respirator Training – SL (A) 1 st AID/CPR – FRESNO (G) Total Station A – SL •	MAR 24TH	(A) Booms & Lifts – SL (F) Heat Welding – SAC (A) Booms & Lifts – FRESNO (P) Vapor Blasting Training – SL (A) ICRA Training – SL	JUN 2ND	(A) 1 st AID/CPR – SL (P) 8 Hr Lead Refresher – SL ** (G) Welding Certification 201 (PRACTICE) – SL * (A) Booms & Lifts – SL (A) Silica/Respirator Training – FRESNO
FEB 3RD	(A) Booms & Lifts – SL (A) OSHA 30B (2 nd Day-8 Hrs) – SL • (A) Rigging & Hoisting "A" – SL (A) Silica/Respirator Training – SL (A) Booms & Lifts – SAC	APR 7TH	(A) Silica/Respirator Training – SL (A) 1 st AID/CPR – SL (F) Heat Welding – SL (A) Silica/Respirator Training – SAC	JUN 9TH	(A) OSHA 30D (4 th Day-8 Hrs) – SL • (A) Booms & Lifts – SL (A) Rigging & Hoisting "B" – SL ~ (A) Booms & Lifts – SAC (A) ICRA Training – SL
FEB 17TH	(A) 1 st AID/CPR – SL (G) Spyder Crane Training A – SL (A) Silica/Respirator Training – SL (G) Total Station B – SL •	APR 14TH	(A) OSHA 30A (1 st Day-8 Hrs) – SL • (F) Cove Pattern – SAC (D) Drywall Textures Spray Techniques – SL (G) Handrail Training (Basic) – SL (A) Booms & Lifts – SL (F) Heat Welding – RENO	JUN 23RD	(A) 1 st AID/CPR – SL (A) Flagging & Traffic Control – SL (F) Sewing of Woven Carpets – SAC (A) Booms & Lifts – SL (A) Booms & Lifts – FRESNO (A) Booms & Lifts – RENO
FEB 24TH	(A) RRP Lead Renovation & Repair – SL (P) CAS Training – SL (A) Rigging & Hoisting "B" – SL ~ (A) Silica/Respirator Training – SAC (A) OSHA 30C (3 rd Day-8 Hrs) – SL • (A) Survival of the Fittest – RENO This is a one-time MANDATORY class	APR 28TH	Contractor special request (A) Survival of the Fittest - SAC This is a one-time MANDATORY class	JUN 30TH	(A) Survival of the Fittest – HAY/CHABOT This is a one-time MANDATORY class
MAR 3RD	(P) 8 Hr Lead Refresher – SL ** (A) Booms & Lifts – SL (A) Silica/Respirator Training – FRESNO (G) Total Station C – SL •	MAY 5TH	(A) OSHA 30B (2 nd Day-8 Hrs) – SL • (A) 1 st AID/CPR – SAC (F) Installation of Carpet – SL (G) Welding Certification 201 (PRACTICE) – SL *		

TO AVOID PENALTY - Call in advance to cancel your class registration – go to www.dc16star.org for details

STAR AWARDS EVENT

The STAR Awards Event was yet again another success! 870 members qualified this year by having the training and hours required by our Collective Bargaining Agreements. Members and their families enjoyed door prizes, BBQ lunch, activities for the kids such as; rock climbing, water rolling ball and face painting. Many of our members that took time to improve their skillsets, walked away with some great prizes from the Early Bird and Grand Prize Raffle!



Council News

The 2017 Graduating Apprentices were honored at Scott's Seafood in Jack London Square. We would like to congratulate you all on this great achievement and wish you much success in your respective crafts. Special recognition was given to the Apprentices of the Year. Drywall Finisher – Mark Tavares Local Union 507, Floor Coverer – John Nguyen Local Union 12, Glazier – Armando Ceja Local Union 1621, Industrial Painter – Sylvester Williams Local Union 741 and Painter – Tanner Carroll Local Union 741



The 3rd Annual Department of Labor National Apprenticeship Week was recognized November 13th - 19th, 2017. The DC 16 Training Center in San Leandro held "Safety Day" in honor of NAW with over 120 in attendance. It was a great day of celebration with Apprentices, Pre-Apprentices, Job Corps, Employers, IUPAT Representatives, Management Associations, Vendors and Politicians.



The 2017 Western Regional Conference was held at Bally's Casino in Las Vegas. It was attended by 125 Delegates from 7 District Councils and the IUPAT. During the three day conference, Delegates worked in craft committees to develop targeted campaigns for future growth, membership retention, emerging technologies and Integrated Membership System (IMS).



The 2017 Women Build Nations Conference took place in Chicago with over 1,600 delegates in attendance. The conference provided tradeswomen with a platform to address everyday challenges while learning about career advancing opportunities. Delegates attended workshops, focused on recruitment, retention, leadership development, safety, politics and policies.



Council News

Our Annual PATCH Golf Tournament was yet again a fantastic success! This year was a record breaking year for money raised and those in attendance. All donations help fight the issues that adversely affect the children in our region. We accept grant requests from organizations that do wonderful things to support children's issues throughout the year.



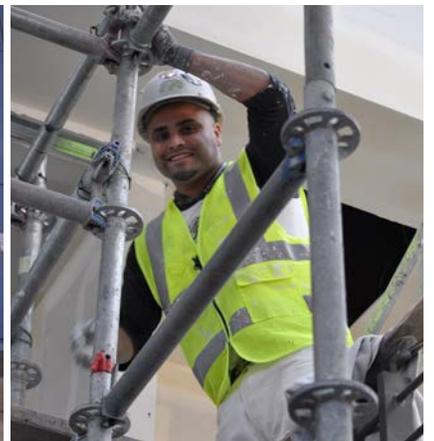
**Congratulations to our 2017 Walter Cantrell Scholarship Winners! (Left to Right):
Alejandra Cornelio; Annette Buenrostro; Yadira Veamatahau; Courtney Carlson and Micaela Tweedt**



SF - Alcatraz



Palo Alto - 1050 Page Mill Road



SF - Salesforce



Mariposa Court House



NORTH BAY FIRESTORM

By: Matt Egan Sr.

My fellow brothers and sisters, I want to share with you my experience through one of the worst natural disasters in California history. The hellish ordeal started in the early morning hours of October 9th, 2017.

I received a call from my sister-in-law informing me that Sonoma County was on fire and to get my wife and son up and be ready to evacuate. As I prepared my family to leave our home, I went outside to see that the fire engulfed all of Calistoga Mountain and was quickly spreading through Santa Rosa. As we fought to get to an elderly family to help them out of harm's way, thousands of people were running for their lives. As the fire continued to rage out of control they quickly split into eight separate fires, heading in all directions. As we sat helplessly looking on, watching our brothers and sisters,

neighbors and friends as they lost their homes and everything that they have worked so hard for and hold dear. Even with thousands of firefighters, first responders, law enforcement and the National Guard putting forth their utmost efforts, the fires would continue to burn for over two weeks and claim 46 lives and a total of 8,300 homes and businesses in Sonoma & Napa Counties. As they say "out of every bad, comes some good". In a world that seems to be filled with turmoil and despair, I have witnessed and have been able to participate in some amazing displays of human kindness.

Within 72 hours after the nightmare began, the Executive Board of Local 83 authorized, with the approval of the membership, to release emergency supplies and necessities to our members that literally left with only the shirt on their backs.

District Council 16, quickly mobilized the food trailer and we were able to feed, clothe and deliver essential toiletries to over 250 families at a refugee center that had lost everything. Our International as well as our contractor associations, Northern California Allied Trades and the Wall and Ceiling Alliance, have sent disaster relief funding for those members that have lost their homes.

Now that all of the fires have been extinguished and only ash remains, the long and arduous rebuilding process will start to begin. As always the members of District Council 16 will be there during difficult times. Through earthquakes, through floods and fires. We will stand together, we will persevere, we will rebuild, and we will #SonomaCountyRise.

If you would like to donate, below are a few North Bay Fire Relief Programs:

Redwood Credit Union -

<https://www.redwoodcu.org/northbayfirerelief>

Rebuild North Bay Foundation -

<https://www.rebuildnorthbay.org/>

North Bay Labor Council, AFL-CIO -

<http://nbclc.activistcentral.net>



What We Can Learn From Our Retired Members

By: Mike West



If you look at the entire membership of District Council 16 in the International Membership Database (IMS) you can boil us all down into just two categories, Active Members and Retired Members. The retired membership of our council are as diverse in their interests as you could imagine, so it's unfair to stereotype the retirees in any way.

Some, after decades of planning for retirement, go back to work 6 months later because they get bored or they simply miss the comradery. Others think they want to pursue another career after qualifying to collect their pension, only to find out that they really want to travel or just relax and do nothing except maybe hunt, fish, wrench on their hotrod or bike. The one thing I can promise you is that once you get there, it's not going to be exactly what you thought.

The saying, "you don't know what you don't know", fits well here. Until you actually get there, you can't say for sure how you will feel at the time it actually happens. A good comparison may be your ideas of how things would be when you get married and have kids. You may have

thought, "I'm going to keep doing all the fun stuff I did as a single person, just with a family". It's amazing how your priorities and outlook change once you are there, instead of imagining what it will be like.

As the newest board member of the District Council 16 Retiree Activist Committee, I am interested to hear from our retired members and find out what they

"The retired members of District Council 16 are our greatest untapped resource.."

are doing in retirement. I would like to document what they have learned about retirement and possibly have a class or seminar put on by the retirees to share their stories. Also valuable to pass forward, are the experiences our retirees had related to their time in the field and as members of their respective Local Unions. Some examples may be the economic ups and downs of the last 40 or 50 years that impacted the work and our pension funds. Another may be how we have persevered in spite of a political climate that is not necessarily labor friendly at the state or federal level. Possibly the most valuable may be the stories of strikes or division within the Lo-

cal Union and how it was eventually resolved.

The retired members of District Council 16 are our greatest untapped resource and I refuse to believe that they are disconnected and disinterested in preserving what they have passed down to the active membership. If I contact you as a retiree, I will not be trying to recruit you to travel and volunteer outside your area, but more to hear your perspective and accurately relate that back to our council. Again we are as diverse as you can imagine as retirees, but just don't try and put us into a box. The entire active membership of this council is standing on our shoulders and would benefit from our input.

I would like to take this opportunity to congratulate my friend Todd Koch on his retirement. Todd has been an inspiration to me and I can't thank him enough for staying on top of all the Nevada political issues which allowed us more flexibility and coverage as a council. Todd was once described in an article as, "one of the most prominent labor leaders in all of Nevada". To take it a step further, I personally feel he is one of the best in the entire labor movement and I am proud to call him our Brother. Congratulations Todd!

Please contact me if you have any ideas, questions or concerns.

Mike West
mike@dc16iupat.org

2018 Award Winners

2018 NCGMA Glass Management Association Award Winners

Chuck Gnagy
Pacific Glazing Contractors

Francisco Mendez
Walters & Wolf

Greg Tomich
Ranker AMG

Gustavo Valencia
Progress Glass

Hector Salinas
USGA, Inc.

James Thornton
Royal Glass Company, Inc.

Jeffrey Rincon
AHC Glass

John McElvain
United California Access &
Security

John Montoya
United California Glass &
Door

Jon Ahlf
Union Rolling Door
Company

Jose Mayorga
Nu Glass Inc.

Juan Antonio Pinedo
Valley Waterproofing, Inc.

Kevin Hardman
Hardman Glazing Systems

Kevin Tait
Redhawk Glass Inc.

Kevin Wilcox
US Glass Inc.

Marco Escobar
Alcal Specialty Contracting,
Inc.

Matt Aragon
Aragon Construction, Inc.

Matt Gilpin
Golden Gate Glass & Mirror
Co.

Mike Hamblin
Nor Cal Glass

Mike Jean
Dotto Glass

Nicholas Licata
Coast Counties Glass

Noah Page
Crown Sheet Metal &
Skylights Inc.

Noel O'Malley
Bagatelos Architectural
Glass

Richard Luis Gueera
American Glass

Roberto Esparza
Pinnacle Installations

Ryan Bullard
R&S Glazing Specialties,
Inc.

Ryan Hebert
Capitol Glass Company

Ryan Rancatore
Mission Glass Company

Shane Andersen
Andre's Reliable Glass Inc.

Steve Smith
Architectural Glass &
Aluminum

Timothy Burns
Paige Glass Company

Travis Stout
Signature Glass & Windows
Inc.

Viem Hoang
Pinguelo Construction, Inc.

Wilfredo Vasquez
Whiting Glass



2018 NCPFC Stepping Up Award Winners

Antonio Vellos III
City Painting Company,
Inc.

Bryan Lorenz
Russell Hinton Co.

Chris Urquidez
D. Zelinsky & Sons

Dale Johnson
Allied Painters, Inc.

Daniel Villanueva
Ruiz Painting and
Wallcovering

David Calvo
Darden Painting, Inc.

Debbie Stevens
Muehlhan Certified
Coatings

Gabriel Banuelos
George E. Masker, Inc.

Gregory Phillips
Romano's Painting &
Paper Hanging

Hector Equihua
MGM Drywall, Inc.

Hector Manzo
Fedor Wall Systems, Inc.

Jason Hebler
Pyramid Painting, Inc.

John Ortega
California Drywall Co.

Joseph Sanders
Slater Custom Painting

JP Mendisco
Jerry Thompson & Sons,
Inc.

Juan Leyva
C & J Painting

Julius Rhodes
AJS Painting

Kelly Byers
D.C. Vient, Inc.

Kirk Himbert
F.D. Thomas, Inc.

Mauricio Torres
Bay Cities Painters &
Decorators

Melvyn Colorado
A & B Painting

Michael Granata
Jeffco Painting & Coating
Inc.

Miguel Yanez
D and B Painting Co., Inc.

Omar Pinera
Certified Coatings
Company

Raul Rizo
Giampolini & Co.

Robert Myers
KBI Painting, Inc.

Troy Hepper
Wm. B. Saleh Painting,
Inc.

Yesael Guardado
Redwood Painting Co.,
Inc.

Brothers and Sisters,

By the time this article reaches your households we will be observing the holidays so I will start by wishing you and your families happy holidays and a prosperous 2018.

2017 was a banner year for the members of Local 3. The Out of Work List at any one time did not have more than a half dozen members. The back to work time line from laid-off to employment was a few days for both Painters and Drywall Finishers. Members that spent the longest on the list were the ones that had driver's license issues or could not pass the companies drug screening process.

I know that work has been plentiful and the industry looks strong and healthy through 2020; according to most industry experts.

When it slows down, those with industry required certifications will be the most in demand. I highly recommend that you spend some Saturdays training to get those important certifications at the training facilities in San Leandro in order to increase your value to future employers. I also recommend for our Painters to take some of the Industrial training classes in order to have the flexibility to be able to perform Industrial Painting (at least light Industrial at a minimum). I, completed the OSHA 30-A, B, C & D course in order to be up to date on safety matters.

At our November Union meeting we handed to those members present \$50 Safeway gift cards. We had left over gift cards, so starting with January's Union meeting we will raffle off the rest of the gift cards

every month until they are gone. Thank you for all your hard work and for representing Local 3 in a professional manner while working for our signatory contractors. I will end this article by expressing my most sincere gratitude to the Local 3 E-Board for all their hard work and dedication since being elected by our Rank & File in 2016. I am very proud of their efforts, their commitment to improving the Local and themselves through training at the Alameda Central Labor Council, CL Delums Leadership School and the Department of Labor.

In Solidarity,

**Jazy Bonilla
District Council 16
Local Union 3**

Dear Members of Local 12,

As we approach the beginning of 2018, let's not forget that January 1st your new wage increase of \$.61 to your vacation holiday and \$.61 to your annuity will be effective. Please be sure to check your pay stubs to verify that you are getting paid correctly and if you are not, contact your Shop Steward or the Union Hall so that we can get that corrected.

With that being said, you should be getting your new journal, pocket calendar and Weingarten rights card in the mail very soon. Please be sure that the Local has your correct mailing address on file so that you receive these important items. Make sure that you keep the Local updated when you change your phone number and your address so that you do not miss any

important communications from the Union.

I want to thank all of the members who volunteered to march in the Veteran's Day parade. As well as a special thank you to the Veterans of Local 12 for their patriotic service. The Turkey Drive this year was a great success. It is heartwarming to see our members and their families take time out of their busy schedules to participate in these types of volunteer activities over the holiday season. Both events were great turn outs and I hope in the future they continue to grow with many volunteers. I want to encourage you to bring yourself and your family to participate in future events.

Please keep in mind that if you and your family members attend at least three VAC's throughout the year, you will get an invite to the Annual

VAC banquet dinner in February. The VAC banquet dinner is held at a beautiful location, with great food and prizes to raffle. One raffle will be dedicated to the adults, and the other will be dedicated to the children.

As 2017 was one of our busiest years we've seen in a long time, I can only wish the same success for 2018. I hope you all had a nice Thanksgiving with family and friends and wish you a Merry Christmas and Happy New Year.

In closing, I can always be reached at 408-824-1280 or you can stop by the office at 2149 Oakland Road, San Jose, CA 95131.

All the best,

**Steve Belong
District Council 16
Local Union 12**

Dear Brothers and Sisters,

I hope that this letter finds you all well. As you know, the North Bay has just seen the worst natural disaster in California history, the North Bay fires. With that being said, I have wrote an article titled "North Bay Firestorm" that I hope each and every one of you will take a moment to read about my experience through this trying time. Though many of the members of District Council 16 were affected, three members out of Local 83 lost everything. Those members are Les Proteau, Russell Upchurch and Jonathan Westphal. Keep those members in your thoughts and prayers, and wish them the very best and smooth road to rebuilding.

On a happier note, the Santa Rosa Junior College signed the

very first of many projects to be bound under a PLA. This project is the Burbank auditorium, a \$27 million project that will have 100% of District Council 16 members working on it. I am also happy to report that the first class from the bridge pre-apprenticeship program is graduated and 15 of the 21 students have signed up with DC 16 crafts.

Due to the success of the Bridge Pre-Apprenticeship program, our partners at the Graton Labor Center and the Santa Rosa Junior College have agreed to partner with DC 16 in holding a series of three classes throughout the 2018 year.

Though I know that the holiday season is a time for family and friends, I would like to ask a

favor from you, the membership. I would like to ask that you do something nice for someone, whether it's buying the car behind you coffee in the line at Starbucks, volunteering your time to read a book to the children at a shelter or just take a moment to give some joy to someone.

I wish you all a very happy and safe holiday and a Happy New Year!

Take care of one another,

Matt Egan
Business Representative
District Council 16
Local Union 83

Hello Brothers and Sisters,

The holiday season is upon us again and another year is almost behind us. It has been a great year with 1,150 members and the out of work list with less than 10 on any given month.

We still remain as busy as ever and the work picture looks steady for several years. With numbers like this, you can see why our Health and Welfare costs are able to remain stable with no increase this coming year. With more hours than expected and stock markets doing well, our Nor-Cal Pension was able to pull out of the red and into the yellow with a target date of 2021 possibly going into the green. (83% funded if hours stay the same) This is a lot better than the 2036 date that

was projected with things going the way they were years ago.

I would like to thank all that showed up for the wage allocation vote, with almost 100 members in attendance. Remember if you do not come and place your vote the members that do will make a decision for you. With this upcoming year being a contract year, we need your attendance and input of what conditions you may want added, changed or left as is. We also need your input of what monetary numbers you have in mind. I will be sending out a questionnaire within the next month. Please take the time to answer honestly and reasonably. We all do our best to negotiate in your best interest, but it makes it difficult if we do not know what they are.

I hope everyone enjoyed the holiday party. It was an honor for me to be able to give my dad, Charles Deal his 45 year pin. It was also an honor to recognize Frank Souza with his 65 year plaque and Richard Garcia with a 70 year plaque. It is always great seeing everyone and catching up with old friends and new members.

Enjoy time with your families over the holidays and have a safe and Happy New Year!

Fraternally,

Tim Deal
Business Representative
DC 16 Glaziers Local 169

Hello Members of Local 272,

It has been a busy year thus far. There have been some large projects in our area that have been predominately or entirely Union jobs. This has kept many of our members busy with work. I am steadily working with our Monterey / Santa Cruz Counties Building Trades as well as with our Central Labor Council to produce more Project Labor Agreements within our area. At this time we are working with the Alisal School District to bring together another Project Labor Agreement for the district.

Spring Hills Suites, a hotel built on the former Ft. Ord property had several wage violations occur on that site. One was the case of about 10 floor coverers working for SK Flooring. The owner of the hotel did not pay SK Flooring; the

workers then went to work directly for the owner of Spring Hills Suites. Well he didn't pay them either and they were owed over \$100,000.00, in all. With the help of the Building Trades we filed a mechanic's lien against the hotel. Just last week all the floor coverers were paid in full! As I have said in previous issues of The Pride, if you know of anyone working out at Ft. Ord, for Shea Homes, Benchmark Communities, etc. and are not being paid right, please let me know.

Drywall and Paint work continues to be busy, mostly in the San Francisco Bay Area. For us in the Monterey Bay Area that is about to change. This is good considering I'm being told that there are three good sized jobs coming up. The start dates at this time are staggered, starting with the smallest job beginning in mid-December. The other two sizeable jobs are

starting at or around the beginning of the New Year.

If you are currently out of work, this is a perfect opportunity for you to take advantage of our DC 16 STAR Program and advance your skills to obtain High Performance/ High Value for your employers. Certifications are becoming more common on most job sites – classes are ongoing and you may view schedules on the website at www.dc16star.org. With that being said, I hope to see more of you in September at the STAR's award event.

Fraternally,

John Papa
District Council 16
Local Union 272
Service Representative

Dear Members,

Let me first start by offering thoughts and prayers to our members, their families and friends who endured any pain, suffering or loss because of the recent wildfires in Northern California. May God bless you all.

District Council 16 Local Union 294 was able to accomplish a lot in 2017. Here are a few of those accomplishments:

1. Bargained and Ratified NCPMA
2. Bargained and Ratified SAPA
3. Bargained and Ratified FAPA
4. Successfully allocated all of January 1st increases for all crafts
5. Signed two new painting contractors Fresno Area
6. State Legislation lobby
7. Successful picket actions at Tarlton, Atascadero
8. STAR trainings and event

9. VAC Events

10. Local 294 picnic

There were many more. Thanks to the members and DC 16 staff for which these accomplishments were made possible.

Upcoming, there will be many opportunities to volunteer involving political action. Across the nation working people are being attacked by extreme anti worker policies. An example of this would be the State of Iowa where now in order to bargain collectively a Union must recertify it's members every year. In order to recertify you must have a majority of the vote. However, any member that does not show up to vote is automatically counted as a no vote. Why every year? Because, in Iowa it is now illegal to have a collective bargaining agreement lasting longer than one year. If you are able to recertify

you cannot bargain for more than a 3% increase. You are not allowed to include health care coverage in the agreement. Also, the Governor has the right to veto any bargaining agreement. This only applies to public Unions but this kind of anti-worker law is not going to stop there. They are coming after us all, public and private, no matter what state we reside. If we do not protect what is ours and fight for what we want, we will get exactly what they want us to have. NOTHING!! Please when called on volunteer!

Enjoy and have a safe holiday season.

In Unity,

Jeff Roberts
Business Representative
District Council 16
Local Union 294

Greetings Members of Local 376 and DC 16,

This year has been a busy one with almost all Locals having very short Out of Work lists. Work is still steady going into the winter months. 2018 looks to be a very busy year also with most of our shops having work booked throughout next year.

Our annual Local 376/741 Picnic was attended by many members and family. It seemed to be a great time had by all. We are looking into other ideas for an event next year or maybe a new location to hold the picnic.

As you all know, we had a very disastrous fire in October which destroyed much of the Napa and Santa Rosa areas. As a Union,

we are doing all we can to help our members that were displaced by the fires. The IUPAT set up a fund and monetarily helped all DC16 members that lost their homes. I want to thank everyone for all the help at the VAC (volunteer) events that were set up to help with fixing up the stables at the Solano Fairgrounds, so that the large animals could be brought in for emergency rescue. Thank you to all that participated in the VAC throughout the year.

We have had some changes on our E-Board with members moving away. I would like to thank those that have stepped up to take on those vacant positions and join our E-Board to help drive our Local. We have had a lot of positive input lately and

hope to keep up attendance at our future meetings.

Next year we will be negotiating a new Painter contract. We will be looking for input at our Local meetings coming up in the next few months. A lot of things will be coming up this year and a sure way to be a part of it all is to attend the Local meetings here every 2nd Wednesday at 6 PM. Food is served at Local 376 membership meetings as well as raffle prizes given out to those in attendance.

Respectfully,

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

Greetings Brothers and Sisters,

With 2017 coming to an end, I can report that the work picture for Painters and Drywall Finishers remains good. Our regionally based employers have solid backlog and there is still plenty of future work out there for them to bid. We can anticipate similar work hour numbers next year within the overall jurisdiction of District Council 16. The current Northern California Drywall Finishers Master Agreement will come to term next year and we will again be in bargaining with WACA, the Wall and Ceiling Alliance for our new agreement. Recently, we held wage allocations for both Painters and Drywall Finishers where both crafts chose significant increases to their Annuity and Vacation/Holiday with no increase to the Health & Welfare contribution required for 2018.

Three of our Local Union members have taken full time staff positions with the organization. Sister Wendy Burrows has been hired by our Training Department as an Instructor, Brother William Gonzalez has been hired by District Council 16 and is working for our Organizing Department and Sister Penny Conkling is working for the IUPAT Job Corps Program as an Instructor and Mentor at the Training Center on Treasure Island. All of them have hit the ground running in their new roles and are doing fabulously. Congratulations and best of luck Sisters and Brother!

Sadly, Mr. Jim Herlache, Owner, Founder and President of Herlache and Sons Painting passed away on October 10, 2017. If you were fortunate enough to know Jim personally or associate with him in business you will agree that this

sweetheart of a man will truly be missed. The Herlache Family is doing ok and our thoughts and prayers remain with them.

We received more bad news when we were notified that Glen Faulkner lost his 2nd battle with cancer and left us far too soon. Brother Faulkner was a tremendous advocate for the Union through thick and thin. On the jobsite and in the meeting hall, he will be remembered fondly by his many friends and workmates here at Local 487.

Have a safe and Happy Holiday Season and enjoy time spent with those who matter the most!

Steven L. Caster
Regional Director
DC 16 Local Union 487

Members of Local 507,

I hope that you are doing well. Brothers and Sisters changes are coming to Local 507. Patricia has been assigned by District Council 16 to IMS (Integrated Membership System) only for all three Locals in the South Bay office, which includes Local 507, Local 12 and Local 1621. She will no longer be on the main floor. She will be moved to the office in the back. This change is going to go into effect on December 1, 2017. The other admins Ginny and Lyza, will be taking over Patricia's responsibilities and will be happy to help you. If you have any questions about Healthcare, Pension or the Annuity, please call our third-party administrator which is HSBA. Their phone number is 1-800-922-9902.

Ellos hablan espanol. If you need help, please call the office, as I am always willing to help. Due to my schedule, I prefer that members who need help call the office and set up an appointment with me. This will prevent members from coming to the office while I am out in the field.

The Northern California Drywall Finishers Master Agreement ends on June 30, 2018. I am asking the members to start attending the meetings so they can give their input on what they want for our next contract. It is important that members make an effort to attend the meetings.

On another note, I want to congratulate the Painters and Tapers for allocating money to their annuity. That was a smart move by the members.

Remember, the VAC banquet is coming up next year so if you have not done your 3 VAC events there is still time to make them. You can go to the District Council 16 website to look for upcoming events in your area. The web site is www.dc16iupat.org. VAC information is located at the top of the website and there is a calendar of events.

I hope that you have a great time this holiday season with your family.

Fraternally,

Jose Espinosa
Business Representative
DC 16 IUPAT
Painters & Tapers Local 507

Brothers and Sisters of Local 567,

The work outlook in northern Nevada continues to be very strong. Most of our contractors have reported procuring work well into 2018. As we look to the future of the construction industry in our area, our Union and contractor partners have a lot to be optimistic about.

As I write my last article for the Pride magazine, it is with mixed emotions that I announce my retirement effective December 31st, 2017. Of all the jobs I have had during my 40 year IUPAT career (Apprentice, Journeyman, Foreman, Business Representative, Regional Director), being a labor leader was the most challenging yet most rewarding.

Thank you to my wife and daughter for putting up with my long work days and travel away from home. Thank you to BM/ST Christophersen and all the other current and past leadership of District Council 16 for your unwavering support of us in the Sierra Region. My greatest accomplishment was leading the membership to affiliate with District Council 16 in 2003.

Everything that followed only served to strengthen us here. Thanks to my partners Mike Busick, Jim Filbin, Russ James, Harry Mowrey and Janelle Salsby for all that you did for the members and I. Going forward, I have full confidence in Russ James and the new organizer's ability to lead this Union to new heights.

To the members that have held this Union together through

good times and bad, thank you for placing your trust in me by electing me to serve you for the past two decades. It has never been lost on me how great an honor and how much responsibility that you gave to me. Everything we accomplished together at Local 567 during this time was because you were involved and trusted my leadership. For that, I will always be grateful. My best wishes for you and your family and may God continue to bless this Union that has provided so much to so many. See you at a future VAC event!

Fraternally,

Todd Koch
Regional Director
DC 16
Local Union 567

Brothers and Sisters,

We are ending another busy year and next year is not showing any signs of slowing down. Many employers have work scheduled into 2019. Our membership continues to grow, this year we have 61 new members. Although many of them are apprentices, there have also been Glaziers who finally decided to be Union. Some of them have 15-20 years of experience in glazing. I have heard back from some of them and a common statement is, "I should have done this a long time ago", "but, better late than never." Thanks to all the members out there welcoming these new members to our ranks, greater membership gives us more bargaining power.

What also brings leverage to our

negotiating is more signatory companies which gives all of us more work opportunity and more places to work. Our Organizers have teamed up with the Business Representatives and signatory glazing contractors and are gaining some ground back in the interior glazing – modular furniture market. Talk with a principle owner of your company or project manager, ask if they would be interested in this type of work also listed in contract bids as Division 10. If they are interested, contact your Local Union with the information and we will continue to grow our market share.

I have discovered a huge untapped resource for possible candidates to our skilled craft which is 50% of our population. Local 718 is only 1% female, we are in great need of people who have a knack for detail

and understand finesse, which would fit well in our craft. Women are very detailed orientated. I am calling out for women to research glazing and for Union members to spark the conversation with their employers. It may sound something in the lines of.. "You say that you need help? Do you know any women that would be interested in glazing and could use the wages and benefits for their families?"

I am looking forward to a bold future! Happy Holidays and all the best to you and your families!

Respectfully,

Bart Pantoja
Business Representative
District Council 16
Glaziers Local 718

Brothers and Sisters of District Council 16,

Over the last few years, there have been significant strides in securing most if not all of the Industrial Painting in the petroleum refineries of California. This was a combination of organizing, training and political efforts. With the adoption of Senate Bill 54, the work in the refineries started to require prevailing wages, apprenticeship utilization and a trained and certified workforce. This trained and certified workforce means that the journeymen on the project must be graduates of a state certified apprenticeship program for the craft that they are working in.

Through all of these efforts, our density has grown in the refineries and the State Building Trades has worked to get Project Labor Agreements with the facilities. With

these agreements, the contractors bidding this work must be a union-signatory contractor. These agreements are going to be five year terms and it is imperative that all of us working these projects are safe, efficient and professional. If we are not, what is the benefit of using our contractors?

When the refineries are investing in their facilities, they look at what the risk and value of the project is. One of the calculations that are taken into account is the safety rating in the facility. If the injuries elevate, the refinery will slow down the financing to that facility and not do the projects. This means less hours and opportunities for our members in these facilities. This is why we all need to show and prove that we are the best of the best in our craft.

We have also been working with some agencies in California to

require a contractor to prove the workers that will be working on the project have their CAS certification to be considered a responsible bidder on industrial projects requiring QP1/2 certifications.

If we all want to continue growing what we have in the industrial market, we all must get these certifications and prove the value that we all bring to the jobsite everyday with safe and efficient work practices and professionalism. Contact the Local Union or the Apprenticeship Program to get into the classes and get the required certifications. We can all learn from this model of growth and apply it to all of our other crafts to grow what has been built over the years.

Regards,
Robert A. Williams III
Regional Director
DC 16 Local Union 741

Brothers and Sisters,

We are again coming into the holiday season and the end of another year. I would like to wish everybody Happy Holidays and prosperity. In the holiday season it is important to reflect and to give thanks for what we have, not what we don't have. This year there has been a lot of tragedy and we need to keep all of those effected in our thoughts and prayers.

I would like to go over some of our 2017 accomplishments. In October, we had the Sacramento Production Worker allocation and the Production Workers split their increase between wages and the Annuity. Also in Sacramento the allocation vote for wages for Journeymen, Apprentices and Combination Glaziers were held.

The outcome of this vote was all the increase to the IUPAT Pension minus the deficit amount owed to the Glaziers Northern California Pension. We will be working on the wage allocation for Sacramento Rollup Door at the end of November. I would also like to thank Local 767's Executive Board for all of the time they donate throughout the year. The Executive Board works to make sure all of the finances are correct, bills are paid and Local Union decisions are taken before the membership.

It was also another busy year with our VAC program. In 2017 we held our first IUPAT Day of Action and we helped our community restore natural vegetation to some areas of our wet lands in Yolo and Sacramento county. We also participated

in Making Strides for Breast Cancer, Run to Feed the Hungry, Project Play Ground and fed a large group of Wild Fire Evacuees in Rohnert Park. We're always looking to reach out to our communities and give back and build positive support. We will also be setting up food barrels for the United Way at the Local Hall so please help us fill them.

In closing, I would like to thank all of our membership for all of the hard work throughout the 2017 year and I look forward to 2018!

Fraternally,

John Tweedt
Business Representative
District Council 16/ Local 767

Greetings to all Local Union 913 Members,

2017 has been a busy year. We've rolled out our "throwback" logo, local Agreements were negotiated, ratified and/or allocated.

Painters that showed up to vote at the ratification and allocation meetings, along with Drywall Finishers, received two "throwback" logo Local Union 913 shirts, free for attending these important meetings. Anyone interested in purchasing these shirts can do so for \$10 in safety orange or white. Hooded sweatshirts are also available, zippered or pullover, \$20 each and are available in white. Represent Local Union 913!

As you already know, the Painters Master Agreement was opened for negotiations resulting in the

ratification of an Agreement with a fair wage increase. Food for thought: Out of almost 400 Painters in Local Union 913, 54 Painters showed up to ratify and 22 showed up to allocate. Due up in 2018 is the Drywall Finishers Master Agreement. Please prepare any suggestions and/or concerns and bring them to the upcoming Local Union 913 meetings. Additional food for thought: Out of almost 150 Drywall Finishers in Local Union 913, only one (1) Drywall Finisher showed up to decide where the increase should go.

Westlake Village Apartments, Hilton Union Square, Westin St. Francis, Stanford Court San Francisco and Palace Hotel San Francisco also ratified their Agreements resulting in a fair wage increase. One concession gained for some Painters was the

removal of a Health & Welfare cap, something that did not allow Painters to miss any work in order to keep their benefits going; all hours worked are now reported for them. With regards to employment opportunities at either one of these establishments, a common request from the Employer is that the interested Painter possess a wallcovering and drywall patch repair skillset. This year alone, Hilton Union Square, Moscone Center and Palace Hotel San Francisco have hired at least one new Painter.

Check out the DC 16 STAR Program and brush up on your skills.

Fraternally,

Carlos Martinez
Painters & Drywall Finishers
District Council 16/ Local 913

To all Union Members of Local 1176,

I hope this issue of the Pride finds all of you and your families doing well. As I reported on in the last issue of the Pride, the departures of Puglia and BAE from the San Francisco Pier 70 shipyards has left many of our members without work. With the help of our other locals such as LU 741, Robert Williams was able to put some of our members to work with his contractors in the Industrial field, doing work on bridge structures and water tanks. Also, Local 3 and 913 put some members to work on the commercial side. So with that; I thank them.

The City of San Francisco has sent out a request for proposals to ship repair companies, to date three companies have shown interest.

They are Vigor and Mare Island which are both Union, Bay Ship and Yacht who is a non-union company; now we just wait and see.

As of October 1st, Kelly Moore Paint plant closed its doors leaving 35 members out of work. We will be helping them look for work or place into other companies like Gillig Co., or other fields of the finishing trades such as Painting or Drywall. For those who have retired or moved on to different fields of work; I wish them good luck.

I am still in negotiations with UC Berkeley/Lawrence Berkeley Lab. We are close to an agreement and will bring it to the members soon. Oakland Unified School District is still on going, but looks like it will take some time. I have

started negotiations with the City of Sacramento and Nelsons Body Shop and will be reaching out to the members to see what the members want on their next contract. Lastly, I will be sending out notices to the members of Gillig Co. to let them know that there will be a wage allocation vote in December.

Please make every effort to attend your Local Union meetings and stay informed. The meeting is held on the third Tuesday of the month at 5:30pm in San Leandro at 2020 Williams Street.

Fraternally,

Rich Morales
Business Representative
District Council 16
Local 1176

Brothers and Sisters,

By the time you read this article, the year will almost be over. We had a busy year and 2018 looks to be the same. We have seen an increase of work hours and membership is also increasing. In October we signed up 14 new members to Local 1237 alone.

January 1, 2018 we will receive a \$2.00 increase to your total package. In October the members voted to allocate the \$2.00 increase as follows; \$0.78 to the Resilient Pension, \$0.34 to the IUPAT Pension and \$0.88 on wages. The journeyman taxable net wage will be \$34.81 and the total package will be \$56.68.

This year Local 1237 had 12 apprentices advance to journeyman level. I would like to

congratulate each one of them on a job well done.

In early 2018 we will start talking about what the members would like to see in a 1-year contract. The Sacramento Addendum expires on July 31, 2018. We will negotiate a 1-year contract to catch up to the Master Agreement which expires in 2019. Then in 2019 we will negotiate the Master Agreement and the Sacramento Addendum. Please attend the monthly meetings so we can hear what you want and any ideas you might have. One of the largest problems I see, is how to capture more of the market share in Sacramento and increase work hours throughout the year. Increased work hours not only mean more money every week, but it also means more benefit hours.

I would like to thank Local 1237's Executive Board members for all that they have done for the Local. They are the ones who make the decisions and decide what's best for the local and the members monthly. I would like to wish you Happy Holidays and a Happy New Year.

Please make every effort to attend the Local Union meetings held on the first Tuesday of the month at 5:30 pm at 7111 Governors Circle in Sacramento. Dinner will be provided prior to the meeting.

Fraternally,

Randy Rojas
Business Representative
District Council 16
Local 1237

Members of Local 1621,

The work picture continues to expand. I have received news that Bagatelos Architectural Glass is looking to have a San Jose based crew starting next year. They are going to be bidding work in our area and want a team dedicated to San Jose. I have also been told by Architectural Glass & Aluminum that they will be needing manpower in March of next year in the San Jose Area. If anyone is interested in these opportunities, please reach out to me and I will put you in touch with the correct contact.

Our signatory glass companies have informed me that the forecast for our work picture is looking solid for the next two years. With that in mind, I want to remind you that our current

contract is coming up in July. I would not schedule any vacation in the month of July 2018. If we go out on strike, ALL members will need to report to the Union Hall for strike duty EVERY DAY until the strike is over. Strikes are not vacations and we need all members ready. I will be sending out a mailer at the first of the year to ask the wants and needs for the upcoming negotiations that will start in February.

There will be some changes at the Local Union office beginning January 1, 2018. There is going to be a department specifically for dues collection. Ginny will no longer be taking your dues for Local 1621. The new dues collection department will be handled by Patricia Galloway. Patricia was the former Admin for Painters and Tapers Local 507.

I would like to wish everyone a safe and happy Holiday Season. If you can, please remember to get out and donate some time to the Volunteer Activist Committee. During the Holiday Season we have various opportunities for you to volunteer your time. Please check the VAC calendar at www.dc16iupat.org

Local meetings are held on the third Tuesday of every month at 6:30 P.M. We are located at 2149 Oakland Road, San Jose, CA 95131 and the phone number is 408-824-1280.

Sincerely,

Brett Davis
Business Representative
District Council 16
Local 1621

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Editors Notes:

We are always communicating to our Members via social media. We would like to invite you to help us share DC 16's message within the labor movement.

Please join us!



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