



The Pride

January-April 2015

The Home of High Performance / High Value Finishing Craft Workers



Norman Kiehm (right) had a total of 9 years in the US Army. He joined DC16 Local 83 the day after he got out of the military and went straight to work as an apprentice Painter without taking a single day off! Matt Egan of Local 83 signed Norman up at the DC16 offices in Livermore, at which time we thanked Norman for his service to our country and then welcomed him into the ranks of the IUPAT. See more about Norman under Member Spotlights.

On the cover: Madera County Courthouse



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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

I hope the beginning of the New Year finds you and your family well. It just amazes me how fast these years seem to come and go and with them comes constant changes that affect our industry, economics, programs and policies. Here at District Council 16 we too are experiencing changes, changes that will benefit our member's future and keep this Union strong.

As a 35 year member and going on 13 years in a leadership role here at District Council 16, the one constant characteristic that is implanted in this organization is our successor leadership planning.

“Here at District Council 16 we too are experiencing changes, changes that will benefit our member’s future and keep this Union strong.”

Come April 1st of this year, Director of Service Les Proteau will be stepping aside to fulfill that dream we all work so hard for, which is retirement. I have appointed Regional Director Vince Echeverria to fill that position and we all look forward to working with Vince. Les' experience and knowledge of the crafts and history of the District Council will be sorely missed. I want to personally thank him for his devotion and hard work on behalf of all the members here at District Council 16.

I also would like to mention and congratulate Local Union 913 Business Representative James Ruigomez on his future endeavors in accepting the position of Executive Director of the San Mateo Building Trades. I also would like to thank James for his passion and dedication to our members and look forward to working with and supporting him on future projects that will benefit all Union tradesmen. Organizer Carlos Martinez will be filling the role of Business Representative and we look forward to working with Carlos and members of Local Union 913.

Other changes that have taken place are: assuming the duties as Business Representative at Local Union 1237 is Brother Randy Rojas and Local Union 169 President Tim Deal has assumed the duties of Business Representative at his respective Local Union also. Joining him as a new Organizer for District Council 16 is Brother Lani Wilkins. Replacing Organizer Carlos Martinez is former President of Local Union 1176 Richard Morales. I look forward to

working with all them in their new positions.

It's that time again as we roll into negotiations, right now Business Representatives of the respected crafts that have expired agreements approaching are talking to our members for input and thoughts concerning their Collective Bargaining Agreements. I encourage you to attend your Local Union meetings for serious discussions regarding terms and conditions of your agreements. We will be setting the schedule to meet with our contractors and associations in the near future. This is a lengthy and sometimes challenging process so make sure you have the right information as we proceed and your Local Union meetings is the exact place to receive that information.

As I have reported out, last year's General Convention came with changes that were voted on by the delegates regarding our IUPAT Constitution and to be in accordance with the changes I have just received the model Bylaws for the District Council and affiliated Local Unions. I have asked the President of the District Council to form the Bylaws Committee and proceed as necessary. Once the District Council Bylaws are approved we then will ask

the Local Unions to proceed in updating their own Bylaws while keeping in mind that all Local Union Bylaws shall be submitted for approval to the District Council first, and then submitted to the General Executive Board. All District Council and Local Union Bylaws must be revised to conform to the Constitution no later than June 2015.

I am pleased to announce that District Council 16 has submitted and received confirmation that our Industrial Painting standards

“I look forward to spending some time with all the retirees and their families who have made this organization what it is today.”

have been approved by the Chief of the Division of Apprenticeship, Diane Ravnik. I would like to thank Director of Training at District Council 16, Alex Beltran and his staff for collaborating with our partners in Southern California to achieve this goal. Our next goal is to have these standards submitted to the State Agencies, where appropriate, in which they will be included in all bidding documents including the

CAS certification giving our contractors and members more work opportunities.

Also, I am excited to announce that District Council 16 has formally adopted a Retiree Club. In talking with a lot of our retired members who are looking to have their own voice and identity, I have decided that with all of your support we will put together a Retiree Club that from all of our crafts will come together and become proactive and provide input into such things as legislation regarding senior issues, teaching and developing STAR classes, fundraisers, veteran programs, and working with our current VAC program to promote the Social, Economic, Health and Political standing of our members. We are currently working on a set of Bylaws that will govern the club and I would like to thank former Business Agent Pat Brady and soon to be retired Director of Service Les Proteau for spearheading this commitment and I look forward to spending some time with all the retirees and their families who have made this organization what it is today.

Fraternally,

Christopher Christophersen Sr.
BM/ST
District Council 16

Director of Service



Les Proteau

Brother and Sisters,

What a year this is going to be! With more work now and in the near future than we have seen in the past decade, there are large scale jobs, medium size jobs and small jobs all around us. All one needs to do is look at the skyline and see all the cranes in San Francisco, San Jose and any other city in our jurisdiction. If you are a Glazier or you know anyone who is a Glazier and not working get down to your Local Union hall and ask where to go for work. Painters, if you aren't working then get over to the apprenticeship school and learn how to hang vinyl. We need more journeyman hangers. If you're a Floor Layer not working make sure all of your certifications are up to date. If you're a Drywall Finisher make sure all your hours are being

reported and if you suspect anyone is working weekends or overtime off the books and are getting paid cash let your Business Representative know immediately. Drywall Finishing hours were the lowest of all the crafts with the fewest number of apprentices. If you are a Drywall Finisher then help yourself and your Brothers and Sisters and keep a sharp eye out for anything unusual.

“After 14 years and a few months of working for the District Council it’s my time to move on, move over for the more talented younger lions to take up the mantel and move this Council forward. I would like to congratulate Vince Echeverria who will be taking over as the new Director of Service. I know he will do a great job.”

As for me, I am going to retire at the end of March and I wanted to let each of you know what an honor and privilege it has been to serve all of you.

I started as an Apprentice Painter in 1976 and worked as a Painter for 25 years. Then after great consideration and true belief in the leadership of District Council 16, I became a Business Representative in 2001. After 14 years and a few months of working for the District Council it’s my time to move on, move over for the more talented younger lions to take up the mantel and move this Council forward. I would like to congratulate Vince Echeverria who will be taking over as the new Director of Service. I know he will do a great job. I would like to thank those who believed and guided me, the members of Local 83 and the District Council, Gene Massey, Doug Christopher and Chris Christophersen for the leadership that over these many years has brought us to be the Union that we are today, proud, dutiful and really the best of the best. So instead of saying goodbye, I’m going to say see you at the Local Union meetings, VAC events and where ever else I can help. Even in retirement you can stay involved, I know I am going to. Thanks to all of you!!!

Les Proteau
Director of Service

Director of Organizing



John Sherak

In the last issue of the PRIDE, we discussed DC 16 Organizer's picketing projects with an established "Two Gate" or "Dual Gate" system. The Two Gate system's legal obstacles create challenges for organizers and it takes hard work and diligent effort to impact a two gate project.

In 1947 the Labor Management Relations Act (or LMRA - aka the Taft Hartley Act) was signed into law. The LMRA amended and butchered sections of the National Labor Relations Act (NLRA). From the LMRA the Two Gate system was created and now stands in organized labor's way. For example, the union's leverage to persistently picket or strike day after day was considerably weakened. Also general contractors designate control over their project's access gates after a two gate is established.

The facts about "Dual Gate" or "Two Gate" Picketing



Under federal law, if a two gate system is correctly established, a Union must confine its picketing to the gate used by the contractor embroiled in the labor dispute. Therefore, if your District Council is picketing a non-union painter on a two gated project we must limit our picketing to the gate designated to that non-union painting subcontractor. These access gates are strategically chosen and erected by the general contractor.

When picketing a two gated project observers will be posted at the neutral/union gate. The main reason for this is to observe "taints." A taint is considered "contamination" by the non-union contractor under scrutiny when that non-union contractor enters the neutral gate.

Observers, however, must limit their activity to observing

and nothing more; no talking or explaining anything. The mere presence of an observer indicates in-progress labor unrest. Observers are easily identified by their uniforms which are usually a hardhat and vest clearly labeled "observer".

Picketing is one of the labor movement's oldest forms of protesting on behalf of the rights of workers. Honoring picket lines with or without a two gated system is your choice and right. To assist with protests talk to one of your DC 16 Organizers. Join the fight!

John Sherak
Director of Organizing
District Council 16

Director of Training



Alex Beltran

As we start out the new year of 2015, I would like to dedicate this article to the Coatings Application Specialist (CAS) industrial painting training requirements. This is not a class, but a test administered by the Society of Steel Protective Coatings (SSPC), given to people that have documented proof of so many hours of blasting and coating experience. The criteria for process A is 2,000 hours and process B, 3,000 hours. Related work experience is defined as work as an abrasive blaster and spray painter in an industrial or marine environment. Eligibility is subject to verification by SSPC. The following information must be included on your pre-requisite form; type(s) of blasting & painting work performed, type(s) of surface preparation equipment used, type(s) of coatings applied and type(s) of structures worked on. Process A requires that you have at a minimum 150 SSPC class training hours logged in through the SSPC with 2,000 hours of docu-

mented work hours. Process B is no training hours but 3,000 documented work hours.

“Even if you have been performing in this trade many years, in order for you to know the way SSPC is going to test you I would urge you to consider taking these STAR classes.”

This test is conducted in three parts, written, hands on blasting and hands on spraying. Usually the way the test is structured is the 1st day you will take the written test and get scheduled for a time slot to perform your hands on testing. On the spraying hands on, you will be required to conduct an interview with a proctor where he/she will ask you a series of questions on equipment uses, product data sheets interpretation, environmental readings and other trade related questions. You will then be required to mix up a kit (or describe how to properly mix up a kit) set up an airless, stripe and spray out an ASTM panel to a certain dry mill specification. On the blasting hands on you will be required to conduct an interview with a proctor where

he/she will ask you a series of questions on equipment uses, different blast media, descriptions of different levels of cleanliness I.E SP5, SP10 and other classifications and other trade related questions. You are then required to set up and perform an SP6 level blast on an ASTM panel.

This test to certify requires that you have a good working knowledge of how the SSPC mandates we perform the trade. Out of the two CAS testing periods we have received results on the pass rate has been around 70%. This number should be a lot higher as most were Journeymen that have been performing this trade for many years. To address this, STARS has 3 CAS prep classes that are offered to the members as well as a prep class generally given right before a CAS testing period. Even if you have been performing in this trade many years, in order for you to know the way SSPC is going to test you I would urge you to consider taking these STAR classes. Please keep in mind that this certification is required on many jobs.

We are the “Best of the Best”.

Alex Beltran
Director of Training
District Council 16

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

Theodore Roosevelt

Director of Communications

High Performance
High Value



Rule # 1
The Members Come First



Mike West



Assembly Speaker Toni Atkins with Ken Cooley(center) and DC16 staff at a bus tour stop at Cooley's re-election campaign headquarters

Political Outcomes 2014

The elections last November had some very interesting outcomes as well as some that should be a cause for concern. Both on the national level and here in California, there was a dramatic drop-off in voter turnout which is somewhat expected with it not having been a presidential election year. Although there were fewer voters than expected overall, anti-labor candidates had more of their base come out to vote and changed the complexion of our National Legislative Houses and some State Houses significantly.

For example, Nevada has a Republican governor and now both houses of the legislature are Republican. It was no surprise to labor in Nevada when in the first week of a relatively short session, they introduced legislation to severely impact prevailing wage laws in the State of Nevada. I am proud to report that our Nevada IUPAT political leaders are out in front of the effort

to stop changes in Nevada's prevailing wage laws, but they have a big fight on their hands. But it's not all bad news in Nevada. Labor friendly candidates were elected in the Reno area due to Labor's efforts again with our DC 16 leaders out in front.

In fact our activism this election cycle was really something special. Of the registered VAC events we did a total of 534 volunteer shifts between Labor Day and Election Day. This certainly made an impact on many of these labor candidates' campaigns, a majority of which were successful. The combination of our activism and now working closely with IUPAT Lobbyist Bob Giroux, has resulted in a major increase in our influence in Sacramento with legislators and their staff.

The new Speaker of the State Assembly is Toni Atkins from Southern California. She did a bus tour event at which we were represented at three different

stops. Our outstanding support of labor Democrats was recognized by Speaker Atkins. Lieutenant Governor Gavin Newsome was on the bus with Speaker Atkins and had some very interesting remarks. He said, "Try not to get discouraged by what is happening on the national level. Stand on your head and look up and see what you can do to make a difference on the local level."

However, it is hard not to get discouraged when political spin doctors try and divide us using wedge issues like religion or gun rights, etc. This is designed to sway those of us who do have primarily conservative values to vote against their collective interests. But we need to stay focused on the issue of maintaining our position in the middle class and earning a living wage. We can exercise our religious freedoms along with protecting our jobs and our livelihoods at the same time.

Mike West



Norman Kiehm

Brother Norman Kiehm became a member of District Council 16 Local 83 on 11-14-14, one day

after he concluded his honorable service to our country. He then started as an Apprentice Painter for Gugel/Today Painting and is currently working in San Francisco.

Norman served in the Army for a total of 9 years. He underwent training and then was deployed to Germany, Kuwait and Iraq.

Norman has a wife, Kimberly, and he also has two beautiful daughters, Karina age 24 and Kaitlin age 18. Norman spends most of his spare time with his family, but when he gets the chance his number one favorite

hobby is to go fishing.

Brother Norman has conveyed how very grateful he is to be a part of District Council 16. He was humbled while receiving the benefit of service in transition from the military and a waiver of administrative processing fees as part of the IUPAT Veteran's resolution that passed at the 31st General Convention last year. He is thankful for everything the IUPAT has done for him and looks forward to the future with DC 16 and will continue to live up to our High Performance / High Value standard.



Mark Germenis

Mark Germenis started his journey as an Apprentice Painter in 1975. While working for D. Zelinsky & Sons Inc., he was attending the Apprenticeship Program twice a week in the evening after work until he completed the program in

1978. Since then he has been an active Journeyman Painter with Local Union 376. Mark was introduced to painting by his father, Pete Germenis, who also was a part of DC 16 and worked for D. Zelinsky as a Foreman, Superintendent, Estimator and even taught Apprentices at Oceana High School. Needless to say Mark and his brother Dave, who is also a DC 16 Journeyman Painter out of Local 913 in San Francisco, were destined to follow in their father's footsteps.

Mark states, "Starting in painting 40 years ago, I was lucky to work with some talented craftsmen. In those days there was time to be taught many specialty aspects of painting." Mark believes that we should be teaching our younger tradesmen whenever possible and

keep up with new technologies in products and application. Many reading this are probably wondering why Mark hasn't retired yet but Mark really enjoys the trade. He has been working with A&B Painting for the past fourteen years and before that was with PG&E for eight years as an IUPAT worker.

In Mark's free time he enjoys spending it with his wife, Diane of 25 years and his son, Brian and daughter, Julie. Mark isn't sure when he will retire but in the meantime he will continue to enjoy the time he has left as a Union Painter. We would like to thank Mark for all of his hard work and commitment. This is what High Performance/High Value is all about.



Jorge Cortez

Brother Jorge Cortez has been a member of District Council 16 Local 767 since 2003. Jorge started as an Apprentice at Kalu Glass and is now currently working for Center Glass 3 at the Yolo County Court House. Jorge's favorite part of the trade is traveling. "I get to see new cities and places all the time; I'm never stuck in one place," explained Jorge.

Jorge has two beautiful daughters. Alyssa is a teenager and enjoys working with animals and is in the Dixon FFA program. Alyssa was just accepted to attend the University of Alabama in 2015. Isabella is 2 years old and enjoys playing with dump trucks and

cars. The highlights of Jorge's life have been the birth of his two daughters.

In his spare time Jorge likes spending time with his family and working on cars. Jorge also likes to watch his favorite football team, the Oakland Raiders play.

High Performance / High Value is the culture that Jorge lives up to. Education, training and quality craftsmanship makes Jorge an asset to his employer. Jorge has shown his leadership abilities to work with glazing contractors and general contractors to deliver a quality project on time.



Harry Mowrey

Brother Harry Mowrey had 10 years of painting experience in the commercial/residential markets before joining Local Union 567 as a Journeyman in 1994. One of the first jobs he was dispatched to was a gold mine doing indus-

trial painting. He later became a "steady Eddie" with Lindell's Painting Service. Because this is a full service shop that handles everything from wall covering to industrial coatings projects, Harry quickly realized he needed to take advantage of the Journeyman upgrade classes offered through the Local 567 JATC so he could have steady employment.

He first became involved in Local 567 as a Central Labor Council Delegate in 1998. Since then he has held the positions of Treasurer, Vice President, and VAC Coordinator. He is currently serving a second term as President of the Local and Delegate to DC 16.

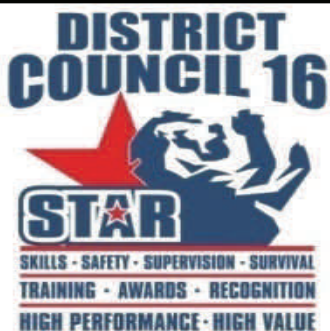
Harry was hired by the IUPAT Job Corp program to be a full time Painting Instructor at Sierra Nevada Job Corp Center and became

a part time painting instructor for the Local JATC in 2003. In 2007 he was hired as Local 567's JATC Apprenticeship Coordinator. Currently he is the Apprenticeship Coordinator for the Northern Nevada Painters and Allied Trades program and the Painting Instructor for DC 16's Northern Nevada & Sacramento Training Centers. His certifications include SSPC CAS proctor, SSPC C-7, C-5 and C-12 Instructor, NACE Level 3 Coatings Inspector, OSHA and EPA Instructor, Overton Booms & Lift Instructor and American Red Cross First Aid CPR Instructor.

Harry is married and has two children. His hobbies include snow skiing, repairing/restoring old music amplifiers, and he has been the lead guitarist in a local group for the last 7 years.

who best exemplify "High Performance / High Value"

STAR PROGRAM NEWS



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 CLAS-
SES AT A TIME PER
PARTICIPANT

SE HABLA ESPANOL

SAVE THE DATE!
2014-15 STAR AWARDS EVENT
SEPTEMBER 12TH, 2015

STAR PROGRAM PURCHASES "SPYDERCRANE EQUIPMENT"

The District Council 16 Training Programs have recently purchased a Spydercrane that will enhance our ability to provide hands on, real time training to our Glazing participants. This device will be used in Rigging and Hoisting training and is being used in the field for manipulation of Glass and unitized systems. Our Instructors are being trained in it's features and will use this soon at our District Council 16 San Leandro Training Center. 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 2015) 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.

"FALL PROTECTION" CERTIFICATION ARE NOW AVAILABLE

At the request of multiple employers we have developed an independent 8 hour course offering certification in Fall Protection. This was done to satisfy jobsite requirements of a large number of General Contractors. All members should have this valuable certification.

SCT TRAINING IS MANDATORY

Attendance at our Supervisory Certification Training has been sparse. We'd like to remind all those running work that their Collectively Bargained Agreements call for attendance and encourage them to earn STAR credit in meeting these requirements.

GET REGISTERED FOR A CLASS TODAY !



STAR PROGRAM

3rd AND 4th QUARTERS CLASS SCHEDULE

JANUARY 2015 TO JUNE 2015

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.

- *** Students Registering for Rigging and Hoisting 8 –Hour recertification MUST have a current R & H Certification
- 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 10TH	(A) OSHA 30A (1 st Day-8 Hrs) – SL • (D) The Graco Mark 5 (Operation/Appl.) – SL (G) Total Station A (Intro & Math) – SL • (A) Focus 4/Haz-Com - SL (G) Rigging & Hoisting 8-Hr Re-certification – SL *** (A) OSHA 30A (1 st Day-8 Hrs) – SAC •	MARCH 14TH	(A) Swing Stage Certification – SL (P) CAS Training “C” – SL (A) RRP Lead Renovation & Repair – SL (D) Drywall Venetian Plastering – SL (G) Rigging & Hoisting 8-Hr Re-certification – SL *** (A) Focus 4/Haz-Com – SAC	MAY 9TH	(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 24TH	(G) Glazing Door Hardware/Closers – SL (A) Scaffold – SL (G) Welding Certification 101 - SL (P) CAS Training “A” – SL (D) Drywall Venetian Plastering – SL (G) Rigging & Hoisting “A” – SAC (A) 1 st AID/CPR – FRESNO	MARCH 21ST	(A) Focus 4/Haz-Com - SL (A) Booms & Lifts – SL (G) Total Station B (Coordinate (x-y-z) – SL • (D) Drywall Repair-Texture Match – SL (F) Heat Welding – SAC (A) Booms & Lifts – FRESNO	MAY 16TH	(A) 1 st AID/CPR – SL (G) Rigging & Hoisting 8-Hr Re-certification*** (A) Fall Protection Certification - SL (D) Drywall Repair-Texture Match – SL (A) RRP Lead Renovation & Repair – SL (F) Scribing – SAC
JAN 31ST	(A) OSHA 30B (2 nd Day-8 Hrs) – SL • (A) Booms & Lifts – SL (P) Intro to Spray Techniques – SL (F) Heat Welding – SL (G) Total Station A (Intro & Math) – SL • (A) Focus 4/Haz-Com – SAC	MARCH 28TH	(P) Spray Techniques II – SL (P) Advanced Wall Covering – SL (G) Total Station C (Coordinate & Layout) – SL • (F) Carpet Stair Work – SL (G) Welding Certification 201 (PRACTICE) – SL • (A) Fall Protection Certification - SAC	MAY 30TH	(A) Booms & Lifts – SL (G) Total Station D (Coordinate & Layout II) – SL • (A) 1 st AID/CPR – SL (G) Welding Certification 201 (PRACTICE) – SL • (A) Fall Protection Certification - SAC (A) RRP Lead Renovation & Repair – FRESNO
FEB 7TH	(P) Drywall Repair for Painting Industry – SL (P) Intro to Faux Finishes - SL (G) Welding Certification 201 (PRACTICE) – SL • (A) 1 st AID/CPR – SL (A) Flagging & Traffic Control – SL (F) Cove Pattern – SAC	APRIL 11TH	(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 6TH	(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 21ST	(A) Survival of the Fittest) – HAY/CHABOT (This is a one-time MANDATORY class.) (A) OSHA 30C (3 rd Day-8 Hrs) – SL • (P) CAS Training “B” – SL (G) Total Station B (Coordinate (y-x-z) – SL • (G) Rigging & Hoisting “B” – SAC	APRIL 18TH	(P) 8 Hr Lead Refresher – SL ** (A) 1 st AID/CPR – SL (P) Drywall Repair for Painting Industry – SL (A) Fall Protection Certification - SL (G) Total Station C (Coordinate & Layout) – SL • (A) Focus 4/Haz-Com – SAC	JUNE 13TH	(A) Survival of the Fittest) – HAY/CHABOT (This is a one-time MANDATORY class.) (P) CAS Training “C” – SL (G) Rigging & Hoisting “B” – SL (A) Booms & Lifts – SAC (P) 8 Hr Lead Refresher – FRESNO **
FEB 28TH	(P) 8 Hr Lead Refresher – SL ** (P) Advanced Faux Finishes – SL (G) Glazing Blueprint & Layout – SL (A) Fall Protection Certification - SL (A) Booms & Lifts – SAC (A) 1 st AID/CPR – SAC	APRIL 25TH	(A) OSHA 30B (2 nd Day-8 Hrs) – SL • (P) CAS Training “A” – SL (G) Glazing Door Hardware/Closers – SL (F) Conventional Carpet – SL (G) Welding Certification 201 (PRACTICE) – SL • (A) Focus 4/Haz-Com – FRESNO	JUNE 27TH	(A) 1 st AID/CPR – SL (A) Flagging & Traffic Control – SL (D) Drywall Repair-Texture Match – SL (G) Skylight Training – SL (A) Fall Protection Certification – SAC
MARCH 7TH	(A) OSHA 30D (4 th Day-8 Hrs) – SL • (P) Intro to Wall Covering – SL (F) Scribing – SL (A) Scaffold – SL (G) Welding Certification 201 (PRACTICE) – SL • (A) OSHA 30B (2 nd Day-8 Hrs) – SAC •	MAY 2ND	(A) Swing Stage Certification – SL (D) Drywall Venetian Plastering – SL (A) 1 st AID/CPR – SL (A) Focus 4/Haz-Com - SL (A) 1 st AID/CPR – SAC (A) Fall Protection Certification - FRESNO		

The Walter Cantrell Scholarship

A stack of several books is shown, with a graduation cap (mortarboard) resting on top. The cap has a pink tassel. The books are in various shades of grey and white. The text is overlaid on the books and cap.

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 15, 2015

Winners will be announced in July of 2015

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: **A "Bold Future" with increases in membership, market share and impact was set at the IUPAT 31st General Convention last August. What ideas do you have, what steps will it take to get us there, and who in the community may we partner with for mutual gains?**

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

Veterans and their family members were honored at an annual luncheon hosted at District Council 16 offices in Livermore. Congressmen George Miller, Eric Swalwell and Mark DeSaulnier all gave thoughtful speeches and then presented them recognition certificates and the 2014 DC 16 Veterans coin. James Reid, IUPAT General Vice President was honored for his service in the Marine Corps and delivered these remarks on behalf of the International and General President Rigmaiden. *“Honoring our veterans is not done enough in our organization. It’s my goal to replicate what you are doing here at DC16. This is just another example of DC16 living up to its mantra of High Performance/High Value. I clearly understand and deeply appreciate the service and sacrifices that our veterans and their families make on behalf of all Americans, protecting the American way of life.”* The Posting of the colors was performed by the American Legion Color Guard District 10 in conjunction with the East Union Lancer Battalion. BM/ST Chris Christophersen then presented a check from PATCH to the young men and women of the ROTC.



The Finishing Industries Forum in Las Vegas remains fresh and relevant to issues facing our industries into 2015 and beyond with interesting speakers and panel discussions as well as the breakout sessions by craft. Nick Bagatelos of Bagatelos Architectural Glass Systems participated in a panel discussion about challenges and innovations in our industries. LMCI co-Chairmen Kenneth Rigmaiden and Mike Cassidy delivered compelling messages to an audience of Signatory Contractors and IUPAT Representatives regarding the challenges we face, and the value of working together to achieve our mutual goals.

Pat Williams (Bottom Left) is a co-founder of the Orlando Magic and a Basketball Hall of Famer. His remarks about the 7 qualities of a “Winning Leader” delivered a standing ovation. Pat Williams is an Army Veteran serving 7 years; played both Basketball and Baseball professionally; Has 19 children (14 of which are adopted and at one point Pat had 16 teenagers at home at one time); Active in his church teaching adult Sunday School; Hosts 3 weekly radio talk shows; His day job is the current Vice President of the Orlando Magic; In his spare time he is an avid baseball fan and reads at least one book a week!

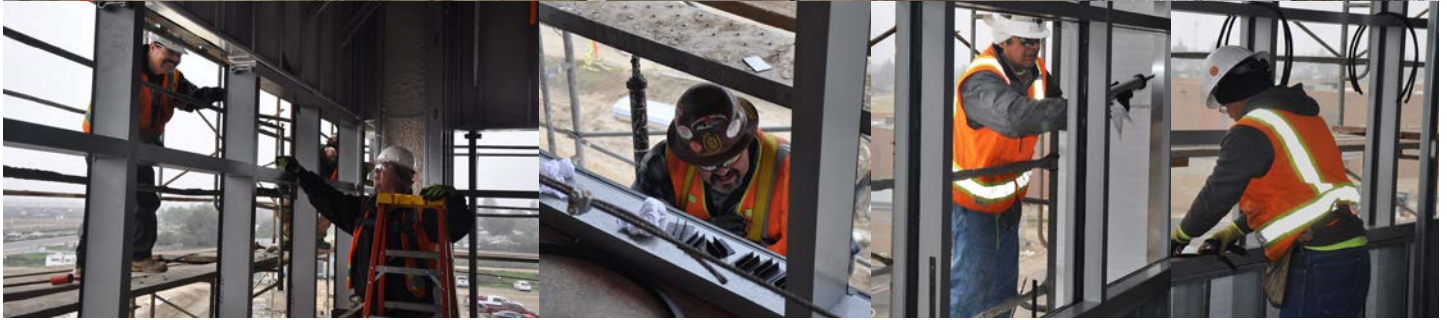


The District Council 16 administrative professionals do a fantastic job serving the Membership of our Council. In their respective positions they work closely with the other Local Unions, The District Council, The JATTE, The STAR Program, The Trust Funds and many other individual and affiliated organizations to provide service to the Membership. Please take a moment to thank your administrative professional for the great work that they do!

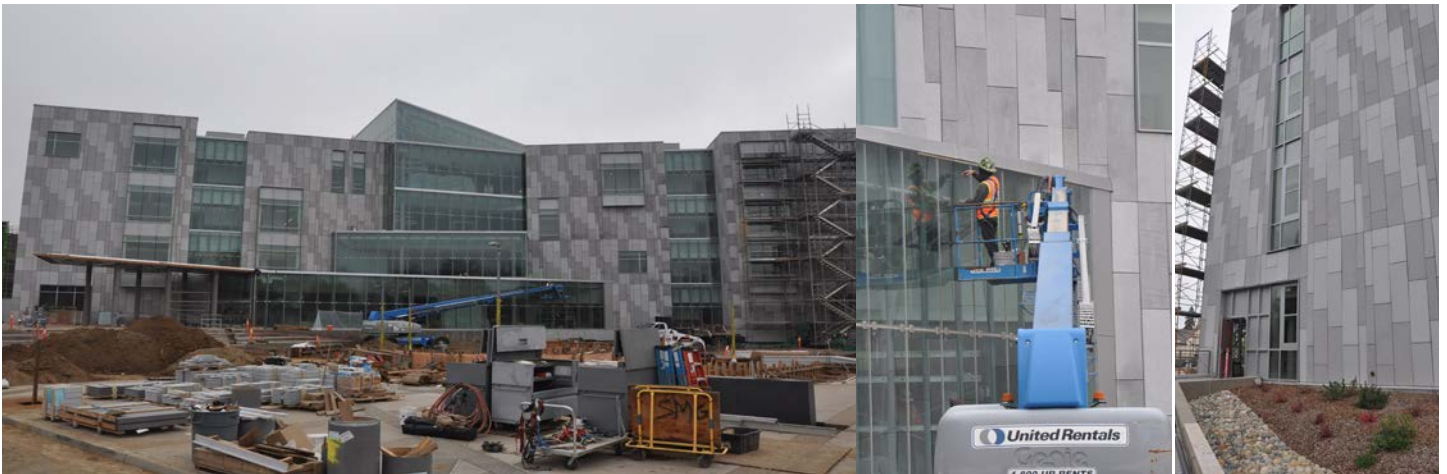


The DC16 VAC has been busy with Community events like toy and food drives and feeding the homeless at Glide Memorial Church in San Francisco

Kings County Courthouse - Hanford



Madera County Courthouse - Madera



California State University- Monterey Bay



Hilton Hotel - San Francisco



Your work opportunity could mean a shot in the arm

By Lance Ryken

Each year there are many medical related construction projects which generate numerous work hours for our membership. You, however, can only work on many of these projects if your vaccinations and blood work are completed. Having up to date vaccinations is quickly becoming the industry standard.

Kaiser specifically has a requirement that for any existing hospital or medical center re-do work you must be current with your vaccinations to be allowed to work on those projects. The Kaiser requirement specifically states:

“THIS WILL BE STRICTLY ENFORCED FOR ALL CONTRACTORS.”

“We will review your crew onsite. Any workers who arrive and are not current on their health screening will be turned away. Any consequential project delay will become your responsibility. Please ensure the following health screening requirements have been met.”

•*TB screening*

•*Immunity to Rubella, Rubeola, Mumps (MMR), Varicella Zoster (Chicken Pox), and Measles*

•*Hepatitis B*

•*Accept series of vaccinations if not already immunized.*

•*Sign a vaccination declination form.*

“Having up to date vaccinations is quickly becoming the industry standard.”

Members working on these projects need to have TB screening results that are less than a year old. Also, flu shots are recommended by the facilities.

These requirements have been put in place for the health and safety of the worker, not the facility. Having your vaccinations done beforehand is

always beneficial to you and your employer. With no lag time waiting for your results your employer can start any project as scheduled and you can get to work.

The United States has already had more cases of measles in the first month of 2015 than the number that is typically diagnosed in a full year. This follows a year in which the number of cases was several times more than the average since 2000, when the disease was declared eliminated in the United States. A majority of the cases this year have been tied to an outbreak at Disneyland, which began in December. At least 40 people who visited or worked at the theme park contracted measles, and the disease has now spread to at least six other states.

It's in your best interest to be immunized and your vaccinations should be kept up to date. It's a good idea to keep copies of your own healthcare immunization records and a copy on file with your employers. Remember: Get vaccinated, stay current and be ready to work!

Lance Ryken

How did I become a Union Representative?

By James Ruigomez

I'm often asked, how did I become a Union Representative for District Council 16? Well, the answer is simple; show up and pay attention. I started with Local 913 in 1995. I attended our Union meeting every month for three years. All of our Unions are run by rank and file members. They serve three years in an elected position. The offices are as follows: President, Vice President, Recording Secretary, Financial Secretary, Treasurer, 3 Trustees and a Warden. I first served office as a Treasurer then, moved to Financial Secretary. After a few years, I moved to Trustee, and finally I was asked to be the President of Local 913. I was also elected to be a delegate to District Council 16. As a delegate to District Council 16, we are required to attend the DC 16 Delegates meeting. This meeting is on the third Wednesday of every month in San Leandro. Every Union in our Council has two to four delegates in attendance to represent their respective Locals. At these meetings you will hear reports from our Business Manager/Secretary-Treasurer, the Director of Service, Director of Organizing and the Director of Communications. These meetings are where you really get

an education on how the Union is an advocate for the working class. We as a Union fight for a decent wage, health care for you and your family, education (STAR and the training facility) and a pension, so some day you can retire and have some money to help you in your latter years.

“These meetings are where you really get an education on how the Union is an advocate for the working class.”

Our International has a convention every five years. I was lucky enough to attend one of these as a rank and file member. At this convention you get to help write the constitution. When you come home you help your Local write their Local Bylaws. These documents govern the rules for our organization, both locally and nationally. I attended two more conventions while on staff with District Council 16. These events are both educational and they give you the drive to promote the working class. In 2003, I submitted a resume to District Council 16 for an

organizing position. I was not elected. I didn't let that discourage me because I knew someday I would be working for our members. So, I still stayed involved with my Union. I stayed involved with our VAC program. I put the U in Union so I kept paying attention to our collective goals. In 2005 I was blessed to be hired as an Organizer to District Council 16. In 2007 I was elected to the position of Business Representative. I'm truly blessed to be a Representative of the High Performance/ High Value members of our organization. I encourage each and every one of you who feel compelled to give back to strive to do the same. **IT STARTS WITH ATTENDING YOUR MONTHLY UNION MEETINGS!!!!**

James Ruigomez

Editors Note: I would like to thank James for his thoughtful and timely submissions for The Pride Magazine. I wish him the best in his new position as Business Manager of the San Mateo Building Trades, and I am confident he will have the same passion now representing many Union Construction Trades.
M. West

California's new Paid Sick Leave Law

By David Rosenfeld

Until 10 years ago, no city, county or state or the federal government required employers to provide paid sick leave. It was only Union contracts that gave paid sick leave to workers. About half of the employees in this country were eligible for unpaid leave time under the Family and Medical Leave Act since 1993.

San Francisco adopted the first Paid Sick Leave Ordinance has benefited workers in San Francisco.

Paid sick leave has now become a national issue. A few more public jurisdictions have adopted paid sick leave.

California has now adopted a Paid Sick Leave Law that will go in effect July 1, 2015 and covers all employers no matter how big or small, public or private with one exception for workers employed in home care.

The new Paid Sick Leave Law requires employers to provide up to 3 days (24 hours) of paid sick leave per year. The paid sick leave can be used to take care of one's own illness or preventative health care.

This includes providing care for family members including children, spouse, registered domestic partners, grandparents, grandchild and siblings.

This may not seem like a lot of paid sick leave but it is an important "foot in the door." Efforts are being made in other states and in Congress to enact broader paid sick leave laws.

"This recognizes the unique nature of the construction industry where often workers work from employer to employer."

We already have the Family and Medical Leave Act and various state laws to provide unpaid time off to take care of medical illnesses. These laws serve to help and protect workers and their families. Members of District Council 16 should be aware of their rights under all of these laws and if they have questions about how they apply to them they should contact their Business Representative.

The Paid Sick Leave Law allows construction unions and employers to "Opt Out" from the law. This means that they may negotiate alternative arrangements or negotiate something in trade for the paid sick leave. This recognizes the unique nature of the construction industry where often workers work from employer to employer.

District Council 16 is evaluating this. The District Council did opt out of the San Francisco Paid Sick Leave Ordinance that worked to our advantage. The members of District Council 16 have excellent benefits which were the result of collective bargaining.

Keep this in mind for your family members and friends who are working. They will be entitled to paid sick leave this year. The District Council will keep its members advised as to how this is resolved in collective bargaining for our various crafts.

David Rosenfeld

Brothers and Sisters,

Good news from North America's Building Trades Unions. Data released for the month of January for the year 2014 indicates (Bureau of Labor Statistics) continue membership growth in the Building Trades Unions nationwide.

In 2014, Union membership in the construction industry increased by 53,000. This adds to the increase reported by the BLS in 2013 for a two year total membership increase of 148,000. Excluding residential construction and non-production/supervisory employees, the Union construction industry is approaching 40 percent density in the United States. "The numbers released today by the

Bureau of Labor Statistics" said Sean McGarvey, President of North America's Building Trades Unions, "are an affirmation of the collective efforts by our Unions to re-position the Union construction industry as a value-centric, preferred vendor-supplier of skilled craft construction labor services in the United States, and as a trusted community partner that is providing hope in the form of career training opportunities for many disadvantaged people, including and especially women, minorities and military veterans." We are experiencing that trend here in the Bay Area as more members in both Painters and Drywall Finishers are capturing more hours in recent months.

The invitations for the VAC

Dinner went out and remember that only those with three or more VAC's were sent invitations and also only those that signed and completed the proper documentation were sent invitations.

We at Local 3 recently lost Ray Binion one of our brothers to cancer, our most sincere condolences to his family and friends from the E-board, Staff and Business Rep of Local 3.

In Solidarity,

**Jazy Bonilla
District Council 16
Painters & Allied Trades
Local 3**

Brothers and Sisters of Local 12,

As everyone knows by now, we hit our targeted bank of hours and received our deferred wages. That means that come June 30, 2015, we need to have our CBA re-negotiated and ratified. Personally, I don't anticipate many changes. This negotiation will come down mostly to wages. It is my intention to send out a mailer to all working members of Local 12 asking for whatever changes to the CBA that you want collectively. Having said that, I would ask that members responding back please be realistic about the changes that you want. For example, it would be unrealistic to say that we want a \$5.00 per year raise on wages for the next three years. The market that we exist in would not support that whatsoever. Most

of us would be sitting home not working, enjoying on paper a great wage raise!

Now that we are contributing to our Annuity again, I would like to take the time to let all of you know that you have the option to self-direct your Annuity investments. That means that you can contact the Annuity department at ATPA and let them know that you wish to self-direct your account. This gives you the ability to invest, as an example, heavier in the Stock Market or Mutual Funds or Bonds what have you. However, the majority of us will probably just stay in what's called the Core Blend. That means that we simply take a hand off approach and let the financial professionals do the investing for us.

Finally, I would like to let everyone know that it looks like the work picture looks very positive for this year. At this time we are not blazing busy, but we are steady. There's a lot of work on the books going into the summer months. We all should enjoy another good year of work hours. I would also like to take the time to say that if work is a little slow for you, consider upgrading your skill set by enrolling in a STAR class or contacting the school if you need specific skills that are in need of upgrading.

Fraternally,

**Gene Hopkins
Regional Director
Local Union 12
District Council 16**

Local Union News

Local 83

Dear Brothers and Sisters,

I hope the holidays were a joyous time spent with family. It is now time once again, to roll up our sleeves and get back to work. With the economy on the upswing and new projects coming out of the ground, we see are Out of Work List next to zero. So, with a high demand for skilled labor currently in the Bay Area, what do we do? The answer is *Training!*

I currently sit on the Marin Work Investment Board, which helps people obtain a new career pathway. They assist with training, tools, clothes, transportation and introduction into a new career. After Prop 39 passed this last year, the WIB'S have been mandated to integrate

state approved apprenticeships into their curriculums. Prop 39 provides grant monies for the integration of apprenticeships. I am happy to announce that after working with both the Electricians and the Sheet Metal Workers who also sit on the board, we were able to submit an Introduction into Construction Trades program to the state and were awarded a developmental grant. With this grant we will now develop our curriculum. Once in place we will then be able to take the next step and ask for a full grant in order to place our class into the junior and community colleges. We will then have a pool of quality, construction oriented individuals in which to draw from. After completing the program, they will have basic construction

knowledge and we will be able to place them directly into our apprenticeship programs, thus ensuring that we will be able to fill the need for skilled labor and train the next generation of craftsmen.

Also, the new STAR schedule is out and available for pickup here at the Local. In closing, I would like to wish everyone and their families a very Happy and Prosperous New Year!!

Work Hard, Work Smart, Work Safely!

Matt Egan
Business Representative
District Council 16
Local Union 83

Local 169

Hello Brothers and Sisters,

I would like to wish you and your families a Safe and Happy 2015. Thank you to all members of Local 169 and staff of District Council 16 for all their support and backing of me in my new position as Business Agent. After 32 years in the field, it is my pleasure to be able to give back to and help the members of a trade that has been good to me and my family. I would also like to thank Joe Upchurch for his many years of service as organizer for District Council 16 and Business Agent for Local 169. I wish Joe the best in the future.

As many of you know, we reached our targeted hours last year, activating our much

overdue raise. I would like to thank everyone who came out to vote on our raise allocation. The allocation went as follows: \$1.50 on the check, \$0.75 Annuity, \$0.65 IUPAT Pension (currently at a 2.0 multiplier for all new money), \$0.75 Nor-Cal pension, \$0.20 Health and Welfare, \$0.05 Wage Equality, \$0.05 JATTF, and \$0.05 toward Organizing. Our contract has expired and we will be voting on a new one before June 30th. Therefore we need YOUR INPUT on what you would like to see in the new contract.

We are on the cusp of a building boom with very few on the out of work list. We need to grow our membership by bringing on more quality men and women to fill the demand of Glaziers

as we look to the future. Give thought as to who you know might like to make a career of Glazing and send them down to the Union hall. We are located at 2020 Williams St., Ste.A1, San Leandro, CA 94577.

Local meetings are held on the fourth Wednesday of every month at 5:30 P.M.

Fraternally,

Tim Deal
Business Representative
DC 16 Glaziers Local 169

Hello again Brothers of Local 272,

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.

Well it's happening here again, except this time it has happened at the State level. California State Assemblyman Luis Alejo has brought to Governor Jerry Brown AB 155, who has since signed the bill. This bill is the first in State history where the State actually signs on to a Project Labor Agreement. This is happening here in Monterey County with what is called the "Interlake Tunnel Project". In short, various Union trades are going to build a tunnel from Lake Nacimiento in San Luis Obispo County to Lake San Antonio in Monterey

County. This tunnel will allow San Antonio to catch all the run-off water from Nacimiento, which fills a lot quicker. This in turn will help Monterey County with some much needed water. Granted most of the work will be done by other labor organizations, but there will definitely be some paint work involved. This is what happens when we elect friends of labor into office. Thank You Luis!

I want to report out that again we have had a minor problem with employer reported hours, and again I was successful in recapturing those hours, only because of what I have mentioned over and over. Please, keep a daily logbook and save your check stubs. Also, check your monthly statements from the trust funds, make sure it coincides with your logs and check stubs. If there is

ever a problem this is the best documentation I can have to assist you.

If you haven't taken your STAR classes, we only have 5 months left this year. I would like to stress, if you sign up for a class, make sure that you attend. And remember "Survival of the Fittest" is a mandatory class to become eligible.

Meetings for 2015 are as follows, March 10, April 14, May 12, June 9, July 14, August 11, September 8, October 13, November 10 & December 8. All meetings are at 7PM.

Fraternally,

John Papa
Local Union 272

Dear Members,

I hope everyone had a Merry Christmas and Happy New Year. 2015 looks to be a very busy year, not only for the DC 16 Staff but for members also.

This year we will be bargaining the Glaziers and Floor Coverers Master Agreements and Addendums. In doing so, we must keep focused on what we can do to increase hours and membership. Too often when work picks up we only focus on what we can obtain for the immediate future in the market share in which we are working. This kind of thinking usually results in temporary satisfaction, however when the economy begins to flatten out or spiral downward we find ourselves struggling to make ends meet and maintain our healthcare,

pension and annuity plans. We all learned that lesson during the recent great recession.

That being said, we need to develop plans of action to become players again in the private commercial and housing industries. Moreover than developing those plans we must execute them. And you, the members, are the most vital key in making that execution a success! It will not be easy. It will take vision, hard work and sacrifice on all levels to recapture a market share that once upon a time we controlled and let go.

So with that, I would challenge not only the Local Union 294 members but all members of District Council 16 no matter what craft you work in. Whether you are a Superintendent,

Foreman, Journeyman or Apprentice to take 10 or 15 minutes a day and think about ideas that will help us get back into those market shares. Go to your regular Union meetings and present those ideas under Good of the Union. Keep in mind that not all ideas will work but that is ok because no ultimate goal has ever been reached without some hard knocks along the way!

To quote our good friend and former Organizer Robert Snyder "District Council 16 always wins." Let's begin our path to victory.

In Unity,

Jeff Roberts
Business Representative
DC16/LU294

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

Our New Year is off to a great start. It was a very positive year in 2014 with many members stepping up and taking on vacated positions within the local as well as having more people get involved with the DC 16 VAC (Volunteer Activist Committee), we more than tripled our amount of dinner invites this year. This type of participation is exactly what we need to strengthen our Union image. The bond we have within our communities in our local areas, leads to community support when needed to bring Project Labor Agreements to our area which leads to more Union jobs.

We have started honoring our Local 376 Retirees at our monthly meetings. Our first Honoree was our past Business Representative and DC 16's First Business Manager, Chuck Davenport. We presented him with some gifts from the local and he spoke some kind and positive words to and about the Union that he is proud to be a Retiree of. We have also gotten news of the new Retiree Club that is being formed by DC 16 currently, which will be a positive addition to our community involvement. All Retirees looking to join please notify your local, no dues just positive involvement.

We have many upcoming construction projects coming

to our area and we are working on attaching project labor agreements on all projects. Currently we are discussing an all-union built and run hotel and Convention Center in Napa.

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

Respectfully,

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

Greetings Brothers and Sisters,

It is my sincere hope that this first issue of the Pride for 2015 finds you and your families happy and well. You should have all received the current STAR program class schedule which runs through the end of June and as noted in my letter there are many classes scheduled in Sacramento, San Leandro and Fresno. However, the Survival of the Fittest class scheduled for this training cycle is in Hayward only and is available on February 21st and again on June 13th. If for some reason you did not receive the schedule we have them on hand at the Union hall.

You may have noticed on various news programs, pictures of the Capitol Dome in Washington DC and that it is staged in scaffolding

and partially encapsulated. This building, over 150 years old, is undergoing a major restoration. In total the project will cost almost 60 million, it is scheduled for 2 years and includes the removal of up to 12 layers of paint some containing lead. The contractor for the painting portion of the project is F.D. Thomas and we have several members of Local 487 working on the jobsite. Next time you see a shot of the Capitol Dome look closely because you may catch a glimpse of our guys.

Our Local Union dinner in December was enjoyed by many members and their families in fact it may have been our largest turnout ever. A great time was had by all! Thank you for attending everyone.

Sadly I am sorry to report that members Randall Barker, Mike Van Quang and Ivan Agcaoili passed away. Brothers Randall Barker a Journeyman Painter-Foreman age 58, Mike Van Quang an Apprentice Painter age 39 and Ivan Agcaoili a Journeyman Painter age 53. Our Brothers are missed and left us far too young. More recently we were informed that retired members Fred Graef age 91 and Carl Groce age 93 passed away. Our thoughts and condolences go out to the families and friends of all these fine men. Prior to adjournment of Local 487's January 2015 membership meeting, we observed a moment of silence and honored our departed Brothers.

Steven L. Caster
Regional Director
DC 16 Local Union 487

Members of Local 507,

This year looks really busy. I see a bright future for upcoming work. It is necessary for all of us to take advantage of the opportunities before us. Make sure you take all of the STAR classes that you are able to so all concerned (employee and employer) can benefit from our training.

Local 507 is in need of a new VAC coordinator. I need a member to step up and take this voluntary position to ensure our VAC future. Local 507 continues to be one of the most active locals in the VAC. This year the dinner will be on February 28, 2015, a total of 51 members from Local 507 qualified this year. Make sure to call and R.S.V.P by February

13, 2015. We recently had one of our most attended VAC events of the year, which was the Annual Holiday Party for low income families, were we were able to pass out toys to over 5000 kids. It was a great event and all the volunteers had a great time.

In January I attended a week long Leadership Series Training Level 1 at the International Headquarters in Hanover, Maryland. This series of training is to help us become better Business Representatives and Organizers in service to our members and our contractor partners. I was able to network with other Business Representatives from around the County while learning about labor law, top down organizing, contract negotiations among

many other valuable subjects. One important point was that no matter what your job title is you are an organizer. Even as a rank and file member you should not pass up an opportunity to share information with the other organizers.

I hope you and your families had a great holiday season and hope to see you all at our next union meeting. Local 507 meetings are held on the fourth Tuesday of every month.

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

Brothers and Sisters of Local 567,

Last issue I asked you to imagine having a Mayor and five of the six Council members who looked favorably at working families and the middle class. That's exactly what we have now with the new Reno City Council! Thanks to all the efforts of our members and the support of District Council 16 and the IUPAT PAT-PC, we were successful in electing Hillary Schieve as Mayor, Naomi Duerr in Ward 2 and Paul McKenzie in Ward 4. We look forward to working with this new City Council to push the working families' agenda.

Work has really begun to pick up with the remodels going on at the Montbleu Resort Casino and the Hard Rock Hotel and Casino located at Stateline, Nevada. The Tesla project is progressing

quickly and we expect to put our members on that job this year. Nevada's Governor Sandoval just announced a \$1 Billion project at the same industrial complex by Switch, a data storage company. Redevelopment in the City of Reno has always been a source of construction jobs for us but this year we will hear about and see several large projects coming out of the ground. Apple and several other internet storage companies have announced plans for the continuing build out of the Reno Technology Park east of Sparks. As I have said before, these projects are just the tip of the iceberg. The outlook for our construction industry has not looked this promising since at least before the last boom or maybe ever.

Members have asked me "How are we going to man all the work coming?" Starting with the drywall finishers, we have

already begun to strip workers from the non-union shops. The number of apprentices in our Local Union has doubled from 10 to 20 in the last twelve months. Beginning in February 2015 our Building Trades Council will offer the MC3 (Multi-Craft Core Curriculum) pre-apprenticeship training through Truckee Meadows Community College. With this, our apprenticeship program will have a new source of applicants to recruit from. Do you know someone who wants to get into our trades? Now is the time for them to apply at our Training Center. It is going to take an "all of the above" approach to grow as fast as we need to.

Fraternally,
Todd Koch
Regional Director

Local Union News

Local 718

Brothers and Sisters,

I want to start by wishing everyone a Happy New Year! I hope everyone had a wonderful Holiday Season with his/her family and friends, and I hope this *Pride* issue is finding everyone enjoying a successful and fruitful start to 2015.

I am happy to report that the work picture continues to be strong with only more projects breaking ground in San Francisco, the Peninsula and North Bay counties. Not only are our largest signatory contractors running at high capacities, our smaller and mid-size shops are running crews at numbers well above and beyond their normal operating project scopes and sizes.

The call to recruit new Apprentices into our craft along with seasoned Journeymen from the non-union is essential right now within our

industry. Recent reports forecast major growth in the glazing sector through the year 2022. The projected growth in the glazing industry on the Bureau of Labor Statistics states “employment of glaziers is projected to grow 17 percent from 2012 to 2022, faster than the average for all occupations. Employment growth is expected as commercial construction increasingly uses glass exteriors for buildings. In addition, the Department of Energy is looking to “smart glass products, in particular, to help the commercial construction industry achieve zero-energy goals.” There is an array of technological advances happening in our industries right now. We need to continue to be not only labor ready, but also skillset ready to fill these positions with our High Performance/High Value members. This is the path to our BOLD FUTURE!

On behalf of Glaziers Local 718, we want to congratulate Local 913 Business Representative James Ruigomez on his recent nomination and white ballot appointment as the new Business Manager/Secretary Treasurer of the San Mateo Building Trades. James has been a leader in his industry and as a Representative to his local and district council. We wish him all the best and much continued success. With that being said, we want to welcome and congratulate Carlos Martinez as the new Business Representative of Local 913. Carlos is a tremendous asset to his Local and our team who has already hit the ground running.

Respectfully,

Madison Hull
Business Representative
District Council 16
Glaziers Local 718

Local 741

Brothers and Sisters of District Council 16,

When we are looking to grow our market share, we must look within to help with this. We as members must all help each other grow and continue to become more efficient at our daily tasks. This mostly comes from training.

We all pay into the training center and the STAR program. These are opportunities to sharpen our skills and get required certifications for individualized jobsites. With the skills portion, we must look to the members that are excelling in specific area and we need to continue educating the brothers and sisters surrounding these individuals. We can teach these

skills on the jobsite and we can also incorporate this into a STAR class and train skills to the rest of the industry.

We can also grow in our everyday interactions with the people of our communities. We need to reach out to the rest of our community and discuss the things that Unions and good paying careers have provided you and your family. We all must work to grow a base of support when we are trying to change the outcome of a project being awarded. If we have more than our members to speak out against a project, we can have more influence. If we have our members speaking out against an issue, the representative will only listen so much, but if you have their family, neighbors,

and friends speaking out, now you have power. This can be the influence that is needed to provide many opportunities to our members for jobs and helping another generation to a career path.

With the beginning of another year, we must grasp this opportunity and continue to grow our opportunities. Please get involved and let's push our influence together.

Regards,

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

Brothers and Sisters,

I hope everybody had a great Holiday Season and Happy New Year! In 2015 it looks to be a very busy year with the Sacramento Sports and Entertainment Project (Sacramento Kings Arena), the Stockton Court House and the 16 story hotel downtown. It is great to start to see work coming back to the Sacramento Valley. The Glaziers in Sacramento have been traveling to the Bay Area to work and I know they will be happy to come back to work in Sacramento. If you know anybody who has been or would like to be a Glazier please get a hold of me. At Local 767 we

currently have 5 members on the Out of Work List.

The Northern California Glaziers Master Agreement and Sacramento Area Addendum is expiring at the end of June 2015. We are starting to get a lot of comments from members about what they'd like to see in the new contract. It is very important to receive feedback from members at Union meetings and on jobsites. It is important to remember that Collective Bargaining is carried out by District Council 16 Leadership and the Northern California Glass Management Association. As soon as a new contract is mutually agreed on

then it goes to the membership for ratification.

In closing, I would like to congratulate Vince Echeverria, District Council 16's new Director of Service and welcome Randy Rojas as the new District Council 16 Business Representative assigned to Local 1237.

Fraternally,

John Tweedt
Business Representative
Local 767 District Council 16

Greetings to all Local Union 913 Members,

As we approach the fourth quarter, it is with mixed emotions that I say goodbye to the staff of District Council 16 and the members of Painters and Drywall Finishers Local Union 913. I have been offered and accepted a position with the San Mateo Building and Construction Trades Council. My new assignment will start March 1, 2015.

As Business Representative and former Regional Director for District Council 16, I have tried to represent the members of this Local Union as fairly and impartially as possible. I hope, along the way, I have been able to listen, to guide and support all members, whatever the circumstance, as they continue to maintain and build their careers within the painting and drywall industries. On occasion, all of us encounter tough times. However, if you have been able to "ride out the storm", and meet the needs of

this ever-changing industry, then I applaud you. If, however, your goals have yet to be realized, I'm sorry, but don't diminish your efforts to persevere or even quit. This industry is competitive and demanding and YOU must be equal to the challenge. Keep your head down, stay attentive, focused, and above all, your certifications current. Produce your best, on the job, because you represent the best – District Council 16. This is my advice to you.

To the staff and current BM/ST, Chris Christophersen, of District Council 16, I want to extend a heartfelt "thank you" to all of you with whom I have worked. It is my pleasure to have served with you and I know that you will continue to promote and defend the "High Performance/High Value" concept which is the cornerstone of this great Union. District Council 16 is terrific because of YOU!

Carlos Martinez, Financial Secretary, Painter member of Local Union 913 and current

organizer with District Council 16, will be my successor. Please support and give him the encouragement he needs to be an effective leader. I trust his abilities and know he will succeed.

In spite of a 20 day "cooling-off" extension, the Painters contract was ratified. On September 25, 2014, all active working Painters voted on the \$2.25 wage allocation. The allocation increase will be effective January 1, 2015.

Finally, as a reminder, Local Union meetings are held the first Wednesday of each month at 6:00 P.M. I strongly encourage you to attend.

Good luck to each of you in your future endeavors!!

Fraternally,

James Ruigomez
Business Representative
District Council 16
Local Union 913

Local Union News

To all Union Members of Local 1176,

I hope everyone had a Happy and Safe Holiday. Welcome to the year 2015, we have a lot of things going on this year. I like to congratulate Richard Morales our newest Organizer for District Council 16. Richard has been our President for Local 1176 for years. We wish him the best in his new job.

I hope everyone that attended our Christmas Party had a good time. We had a wonderful turnout, a nice sit down dinner, music, and gifts; hopefully we can do it again this year.

This year in May there will be the Fifth National Conference of Women Building the Nation, sponsored by the State Building and Construction Trades Council

of California. This conference will be held in Los Angeles, very educating for the ladies in their trades. If any ladies are interested in going, please contact me.

Don't forget this year all the VAC events we will be having. If interested please contact Richard Morales at our Local Union for more information on the upcoming events and dates. Remember attending three events will qualify you to attend the annual dinner where lots of gifts will be given out.

At the present time, I'm in negotiations with Kelly Moore who is trying to get subcontracting language in the CBA that would allow a non-union subcontractor to come in and do our work. This could be a BIG problem trying to get an

agreement with the Employer, I will keep you posted.

Other agreements that I will be negotiating this year: Parking & Highway, City of Sacramento, R.J. McGlennon, Precision Tech., TJ Brothers and International Window. I will keep you all posted on these as well.

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

Fraternally,

Jose Santana
Regional Director
District Council 16
Local 1176

Brothers and Sisters,

My name is Randy Rojas and I am the new District Council 16 Business Representative for Local 1237. I have been a member of Local 1237 for over twenty years. I was the Recording Secretary for 13 years, Vice President for the last 2 years, elected as a DC 16 Delegate, Trustee to the Resilient Pension Fund and Resilient Health and Welfare Fund. I have been a long time member of the Volunteer Activist Committee (VAC) and also a Safety Training Awards Recognition (STAR) participant. It's an honor and privilege to represent the members of District Council 16.

Work in the Central Valley is starting to pick up. Several jobs have started recently, Yolo County Courthouse, Chico

County Courthouse, Hard Rock Hotel in South Lake Tahoe and Calpers. Ongoing jobs are Sutter General Hospital and UC Medical Center. Several shops have been hiring and there is a lot of work coming up in 2015. We have contract negotiations coming up with the Northern California Floor Covering Master Agreement and the Sacramento and Fresno Addendum. We need to know what the members want in their contract. Please attend the next Union meeting and let's start talking about it. Don't wait until the last minute to bring us your ideas.

If you are planning on making membership in the STAR Program you have until June 2015 to do it. Go to the STAR website, www.dc16star.org or look at the schedule posted in this

issue for dates and times.

Just a reminder that you can create a VAC event in your area if there is a need for one. We do many community events like park and river clean-ups and sports field upgrades for example.

I would like to take this time to thank Vince Echeverria for all he has done for Local 1237 and wish him well in his new position as District Council 16 Director of Service. 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.

Fraternally,
Randy Rojas
Business Representative
District Council 16/Local 1237

Local 1176

Local 1237

Members of Local 1621,

Happy New Year! We are once again looking forward to an extremely busy year. Currently we have no one on the Out of Work List with jobs still needing manpower. I am currently in need of certified welders also, so if you know anyone have them call me. With the current work picture the way it is, we are going to be looking for employers to start hiring first year Apprentice Glaziers and start training them now before the bigger boom hits.

As you all know we will be negotiating a contract here in June. Please voice your opinions and thoughts with us at our Union meetings. I will also be sending out a notification in the mail for all to respond too. I want

to hear your thoughts, so please voice them.

The Executive Board has some exciting news to tell everyone. After 6 years without a holiday party, Local 1621 will be once again having a holiday party in 2015. It will most likely be the first weekend in December so leave that Saturday open. Stay tuned and read your mail. Invites will be coming to your homes closer to the date.

Now that I have your attention, I want to share with you some of the safety training that will be required on the Apple Project. You will have to be certified in OSHA 10, Fall Protection and Qualified Rigger and Signaler. Without these you will not be allowed on the job. The good

news is that many classes are now available through our DC 16 STAR program. So sign up for the classes before they are full to get ahead of the game.

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

Sincerely,

Brett Davis
Business Representative
DC 16
Local 1621

We want YOU for the St. Patrick's Day Parade!

This is a **VAC Event**, Wear your green and represent, All are welcome to get this done, Everyone's Irish- it's lots of fun!



When: March 14th
Meeting Place: Public parking at 420 2nd Street, San Francisco (between Harrison and Folsom)
Meeting Time: 11:15 AM



Editors Notes:

District Council 16 has many opportunities in which we can give back to our communities. We do so with Union promotions, community service or generous donations through our PATCH program. For more information, please contact your Business Representative or VAC Coordinator.

Mike West



District Council 16
2705 Constitution Drive
Livermore, CA 94551

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