

UA LOCAL UNION 393



PLUMBERS, STEAMFITTERS, AND HVAC/R SERVICE TECHNICIANS
OF SANTA CLARA AND SAN BENITO COUNTIES

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Business Manager's Column: Investing in Our Union's Future



BILL GUTHRIE
Business Manager,
UA Local Union 393

Brothers and Sisters,

Investing in our union's future means investing in our members.

Continue reading on the next page...

MAY 2017

Member Profile: Martin Salberg



You can't miss Martin "Mo" Salberg.

Mo is at every single union meeting. As an active member of the Campaign for a Secure Future, he's often speaking on behalf of UA Local Union 393 at planning commission and city council meetings.

[Read Mo's profile on page 2 >>](#)

"What I like about our organization is that it's a true democracy," he said. "Everybody gets to have their say."

TOOLBOX: HOW TO USE ONLINE DISPATCH

How do I use the Local's new online dispatch system?

This month UA Local Union 393 entered the 21st century with a new online dispatch system. We are one of the first UA Locals in the country to use this automated, time-saving process.



We talk you through it in 9 EASY to follow steps!

[Learn more on page 10 >>](#)

Business Manager's Column Continued..

We want to make it easier for you to get to work. Our new online dispatch system quickly connects you with the jobs that need your skills and talents. With a click of a button, members can examine the details of every opening, including contractor, start date, and jobsite location. In this issue of our newsletter, we'll explain exactly how to make this portal work for you. Be sure to keep this guide next to your computer.

We're striving to grow the participation of women in the building trades. Women make up nearly half of our country's workforce, but only 9 percent of construction workers are women -- a very small percentage compared to other industries. In California, women make up just 6 percent of active apprentices. In this issue, we're highlighting the trailblazers of our union, the tradeswomen who have been working hard to close the gender gap. On June 21st I'll host the Local's first ever Women's Roundtable, where we'll discuss ideas and opportunities to bring in more workers who reflect our vibrant community.

During the 2016 UA International Convention, we passed the first ever resolution to encourage all people -- regardless of race, ethnicity or gender -- to enter into our crafts and become members of the UA. We understand that if a diverse workforce gains more access to good middle class construction jobs through our union, we will contribute to building a more powerful working class in our region.

Continue reading on the next page...



Member Profile: Martin Salberg

He's been a delegate to state and national UA conventions. He's served on Santa Clara County's Board of Plumbers Examiners and on the Local's finance committee. During election season, you can find him walking precincts and phone banking for labor-friendly candidates. He assists with the medical gas program at the Pipe Trades Training Center. Mo is even a member of the International Association of Plumbing and Mechanical Officials, which writes the plumbing code that protects the nation's public health and safety.

"I'm involved because I appreciate everything the Local has given me," he said. "So I like to support the leadership any way I can."

Mo's passion is infectious. At a recent San Jose Historic Landmarks Commission meeting, the city historians were in awe with his San Jose history and knowledge. Our members know him as a smart, level-headed guy who can carry on a conversation with anyone. Just last year, UA Local Union 393 awarded him the Fred Hirsch Volunteer of the Year Award, which was named after Mo's inspiration to be politically active.

Mo is the second generation of his family to join UA Local Union 393 -- but that's only because there was no union when his grandfather was working in Santa Clara. When work ran dry in 1900, the Salbergs moved to San Antonio, Texas. A couple of years later, Mo's grandfather received a letter that his former coworkers were organizing a new Local. But he stayed in Texas and raised Mo's father in the Lone Star State. In 1938, the Salberg family finally moved back to the South Bay and reconnected with Local 393.

Mo was born in San Jose. When he was in 8th grade, he started going to work with his dad, a Local 393 member who would bring his son to union meetings. Every summer, Mo would drill holes through wood studs while his dad ran pipe. Then Mo would install backing for the pipe and strap the pipe to the backing.



“That was hard stuff,” Mo remembered, chuckling. “My dad told me, ‘Whatever you do, don’t become a plumber or become a crooked lawyer!’ I said, ‘Don’t worry Dad, I hate this plumbing stuff!’”

In 1975, Mo graduated from the University of Santa Clara with a bachelor’s degree in Science of Commerce. But he eventually came back to plumbing after he realized that he liked working with his hands more than he liked working in an office. In 1980, Mo jumped into the plumbing training program with his dad as a mentor.

“When someone understands the system, he can impart so

much knowledge to you -- and save you a lot of hard knocks,” Mo said.

Mo witnessed first hand the rise of the Silicon Valley. He worked on gleaming high rises and office buildings downtown, as well as the Fairmont San Jose and Santa Clara Convention Center. During the dot-com boom, he worked on processed piping for companies like Intel and Hewlett-Packard.



“I thought process piping would never end -- then it was gone like it was never here,” he said. “I was very fortunate to have my plumbing background.”

Currently, Mo is a job steward working for Kinetics Systems at Apple Campus 2, one of the biggest construction jobs in the country.

He continues to be a vocal voice in his community, fighting to protect the prevailing wage and increase our market share in the construction industry. “We have to reinvigorate and grow unions,” he said.

But it’s important to protect non-union workers too, said Mo. Big developers are bringing in non-union labor, forcing them to work for low wages without overtime or lunch breaks. We must stand together to end this exploitation.

“What I like about our organization is that it’s a true democracy,” he said. “Everybody gets to have their say. Everyone participates and gets to be part of the process.”

To expand our market share, we're continuing to build momentum for our Campaign for a Secure Future. It's critical that construction projects improve economic prosperity for all residents of the Silicon Valley, including the tradespeople honing their skills and growing their leadership potential on jobsites. We have joined forces with our brothers and sisters at IBEW Electricians Local 332, Sprinkler Fitters Local 483, and Sheet Metal Workers Local 104 to let the public know that greedy developers are a threat to maintaining good, middle-class construction jobs in Santa Clara County. Almost 200 members representing our collective crafts gathered in April for the first ever MEPS Leadership Conference to build our organizing skills and met with local elected officials including State Assemblymember Ash Kalra.

To stay a healthy and relevant organization that serves our members and increases market share, we must make these investments in our future.



Bill Guthrie
Business Manager
UA Local Union 393



Sarah Aguilar | Plumber
Union member for 35 years

How did you choose this profession?

I was always fixing everything around the house, and I was really good at it too. So when a counselor suggested working in the trades, I thought, "Sure. I would be making as much money as a man." I was pleasantly surprised to find out that it did not mean cleaning toilets and fixing faucets all day. There are so many different types of work in this trade, from installing the piping infrastructure in an office to doing electronic infrastructure in a hospital. So many pipes that I never even thought about before!

How has being a tradeswoman impacted you?

Improved my self-confidence and independence. I was able to buy my own home -- and pay it off! I am financially secure with a pension and money in the bank, all due to the union, good wages, and health benefits.

Any advice to young women considering careers in the trades?

If you work well with your hands and like learning new skills, this could be your opportunity of a lifetime.

What project are you most proud of?

As an apprentice I worked on a 18-inch polyethylene line that was in a ditch 20-feet deep. We butt welded the joint above ground, then snaked the line into the ditch using roust-a-bouts and come-alongs. I couldn't believe we were able to get this huge pipe that seemed so rigid into that deep ditch, but the pipe flexed and we pulled it down. The other part of that project was to make a double containment tray for the pipe which required air welding the tray from flat sheets with mitered corners. I figured out how to do the air welding by reading the instructions. I think the journeyman, who left me alone to figure it out, was impressed.

TRAIL BLAZING



Elaine Erickson | Steamfitter
Union member for 33 years



Take good care of your body from the very beginning because it has to last you through your entire career.

What inspired you to become a steamfitter?

I had a chance encounter with a friend-of-a-friend, a woman who was working in a construction trade, and our conversation opened up a whole new world of possibilities.

How has being a member of Local 393 affected your life?

I went from being a very unhappy office worker doing menial, low-paying clerical work to an exciting career doing incredibly challenging -- both physically and mentally -- high-paying work on the cutting edge of semiconductor, biotechnology, and other high-tech industries in Silicon Valley. All within the space of five years, from the time I applied to the time I completed my apprenticeship. It was without a doubt the best career decision I ever made.

Do you have any advice for young union women?

Take good care of your body from the very beginning because it has to last you through your entire career. So: gloves, hard hat, safety glasses, ear plugs, vigilance, awareness of your surroundings, and common sense. Take a class or two in how to protect your back, knees, hands, wrists, and all other body parts from repetitive stress. I say this not to scare anyone away, but because it's only fair to point out that part of the reason for the high wages and good benefits is that construction work does have its risks, too.

What have you learned from being a tradeswoman?

Home maintenance, repairs, new technologies -- it really extrapolates to many other arenas of life. Learning something so far removed from what society had expected of me taught me that the knowledge is out there. You just have to ask questions, do research, practice, find yourself a mentor, whatever it takes. Gender isn't the limiting factor -- it's desire, motivation, and the willingness to try.

[Read Margarita Reese's story next >>](#)



TRAILBLAZING



Margarita Reese
Steam-Pipefitter
Union member for 19 years

The first female president in the history of UA Local Union 393.

How did you get into this job?

I was living with my cousin, who was a second year plumbing apprentice, when I got laid off from a shipping and receiving job. He would talk to me all the time about how joining the union and learning a trade would be so much better for me than having to work multiple jobs for close to minimum wage. I've always been mechanical. I love working with my hands and building things. I just didn't know that was a thing for women.

How has Local 393 changed your life?

Meeting my husband on the job. We met at SunMicro, site of the old Agnews Hospital. Some people think it's funny that we met at a mental institution, some don't! I also have a skill that no one can take away from me. I earned it!

What does being a union member mean to you?

It means more than just paying my dues. I try to approach work with the attitude of "make myself look good, make my foreman look good, make the company look good, and make 393 look good."

What is it like being a woman in the trades?

I grew up with two sisters and went to an all-girls high school. I was raised to believe that women can do anything. Also, I feel there is a bond among the women in the trades. When we see each other on the jobsites, we get excited, even if it's a stranger. We try to build each other up, not tear each other down. It's also made me tougher than I wanted to be, but I like the person I am now.

What is your proudest accomplishment?

Becoming the first female president in the history of UA Local Union 393.

TRADESWOMEN



**Nancy Ferguson | Plumber
Union member for 33 years**



A sense of humor, earplugs, and choosing a positive attitude every day will take you far.

How did you learn about the trades?

I was an angry teenage feminist who had just gotten married. I went to my one and only National Organization for Women meeting, where I met Monica Amador. She had been hired to recruit women for the pipe trades. At the time, I was working a minimum-wage job with no benefits, while attending community college. She explained that I would not have to pay for my schooling, I would receive full benefits, and I would earn more money than I ever dreamed with hard work and perseverance.

How has the union impacted your life?

My husband and I were able to save up and put a down payment on a home in San Jose. My union provided the health insurance that prevented us from losing our home to medical bills, after being diagnosed and treated for breast cancer. I am grateful every day for the skills, education and friendships I have gained since becoming a member.

Do you have advice for prospective tradeswomen?

Go for it! If you are a hard worker, like using both your brains and hands, this is a lifelong career. A sense of humor, earplugs, and choosing a positive attitude every day will take you far.

What is your favorite job?

Therma gave me the opportunity to run work. I absolutely loved the challenge of keeping ahead of my crew. Getting material, tools, and answers was exhilarating. They took pride in doing their work. They faced the challenge of doing the work correctly, artistically, and as fast as possible. This teamwork fed my soul. It is now my honor and the highlight of my career to work in the position of Member Advocate for Local members and their families. This is truly a dream job to finish the last part of my career within the pipe trades.

[Read Sarah Winter's story next >>](#)

TRAILBLAZING



**Sarah Winter | Steamfitter
Union member for 28 years**



***Don't be afraid to ask questions on the job.
Stay healthy. Learn to read blueprints.***

How did you become a steamfitter?

After having worked in marketing for several years, I discovered that I was not a desk job kind of person. The favorite part of my day was when I had the opportunity to work with engineering and QA. Hands-on product development piqued my interest much more than writing marketing channel reports that nobody read anyway! I figured it was too late to go back and get an engineering degree. Also, it seemed like many of the engineers were bound to their desks, too. When I found out about the steamfitting trade, it sounded like a perfect fit. I would be paid for each hour I worked, instead of never-awarded comp time for weekends travelling and working at trade shows. When I figured out my hourly pay in marketing, versus my hourly pay in the union, plus super benefits, it became a no-brainer to me.

Why should women join unions?

The union eliminated all pay discrimination that was rampant in Silicon Valley tech firms back then, and even now!

Any tips for future tradeswomen?

Go in with a desire to learn as much as possible about the technical aspects of the job. The apprenticeship program provides some demands, so it is necessary to buckle down in class. Don't be afraid to ask questions on the job. Stay healthy. You don't have to carry two lengths of 4-inch pipe up six floors like everyone says they used to do in the good old days. We do have equipment to take care of that. Learn to read blueprints. Maintain a level of professionalism that reflects the pride you have in your work, your coworkers, and your union. And, importantly, do pack a sense of humor into every toolbox you carry!

TRADESWOMEN



**Lisa Long | Steamfitter
Union member for 21 years**



Being a woman in the trade has made me realize that there is always more than one way to solve a problem.

What inspired you to choose the building trades as your profession?

I chose the trades because I felt that it offered me the best opportunity to provide a decent living for me and my family as a single parent.

What have you learned as a woman in the trade?

Being a woman in the trade has made me realize that there is always more than one way to solve a problem. How I complete a task is not always the same as the next person. Sometimes as a woman I see and find solutions a different way, but I usually come to the same end result. You have to go in with the confidence that you can do the task. I can do almost anything that I set my mind to.

What are your favorite projects?

I worked at the 49er stadium briefly and at the new Apple campus, which are both high profile buildings in this area. But every job seems to have a different problem or situation that makes it unique. Being able to adjust and adapt had made each job special in its own way.

Why are you union proud?

The thing that makes me the most proud is knowing that my daughters look up to me. Hopefully they see that they can achieve anything if they are determined enough. I'm also proud that I've accomplished something that most did not think I would be able to accomplish.

Do you have any advice for young women thinking about this career?

I would say to take a serious look at it. If you enjoy a challenge, being outside, working with your hands, and variety, the trades may be the career for you. Come knowing that there is still a stigma and some adversity, though it is getting better.

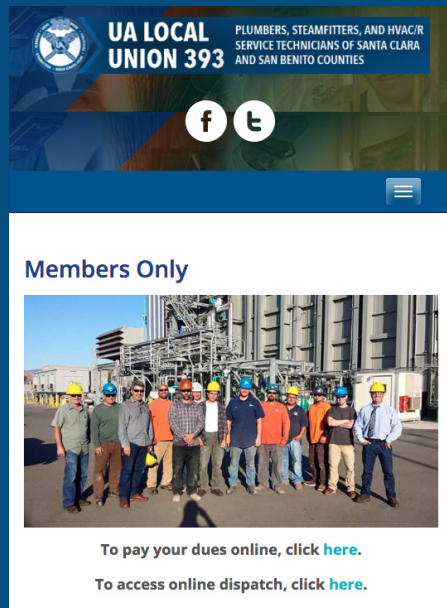
TOOLBOX

HOW TO USE ONLINE DISPATCH

How do I use the Local's new online dispatch system?

This month UA Local Union 393 entered the 21st century with a new online dispatch system. We are one of the first UA Locals in the country to use this automated, time-saving process. Log In to participate in Online Dispatch Procedures 6PM-7AM. Online dispatch session will remain activated through weekends and holidays.

1



Step 1

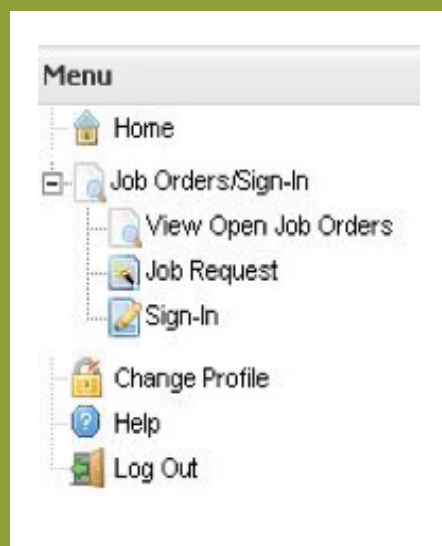
To access the Online Dispatch web portal, navigate to the Members Only section on our website, www.ualocal393.org

Then select shortcut link named: "To access online dispatch click here"

You can also go to the website directly at <https://m.gotomyunion.com>

(If the page does not load when logging in directly, you may have to clear your browser history.)

2



Step 2

Log into Online Dispatch by entering the username and password assigned to you by Local 393.

After logging in, you may change your assigned username and password by clicking on **Change Profile** in the menu.

(You must log on to the online dispatch system each day if you want to be called by the dispatching agent when new jobs are available.)

In the menu, click on **Sign In** to see your position on the out-of-work list. You will also see how many other available members are ahead of you on the out of work list.

3

Step 4

The screenshot shows a web interface with the following elements:

- Employer: All
- Contract: All
- Req. Cert.: [Empty]
- Req. Skills: [Empty]

Job#	Strikeable	Requested	Filled	Employer	Accepted	Job Class	Job Seq#	Pay	Dispatch Type	Area	Site	Start Date	Schedule
7028	2	0	0	Thermal Mechanical	Accepted	Plumber		53.55	List Hire		Glenbrook Apartments	03/02/2017	Long Call
7029	1	0	0	Thermal Mechanical	Accepted	Plumber		53.55	List Hire		Shadows	03/02/2017	Long Call
7030	1	0	0	ICOM Mechanical	Accepted	Apprentice		0.01	List Hire		San Benito High School	03/02/2017	Long Call

To look at posted jobs that will be available during the next dispatch session, click on **View Open Job Orders** in the menu. Job postings will go up every day after 6 p.m. Click on the **Job#** to learn more about each opening.

4

Step 5

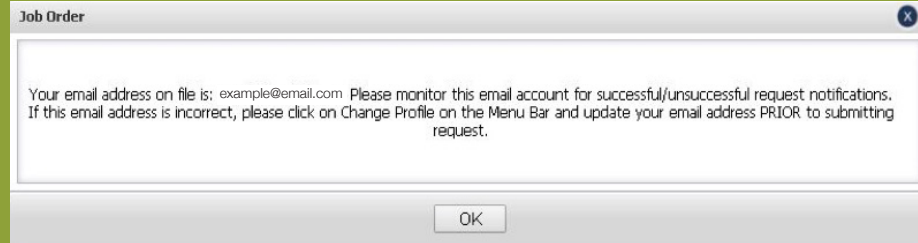
The screenshot shows a detailed Job Order form with the following fields:

- Employer: Thermal Mechanical
- Contract: Building Trades
- Job Class: Plumber
- Site: Glenbrook Apartments | 10100 N. Mary Avenue | Kenny Dal Bianco 408-698-7064
- Job Seq #: 7028
- Report To: Glenbrook Apartments
- Job #: 7028
- Type of Work/Job Conditions: [Empty]
- Selected Site: 10100 N. Mary Avenue, Cupertino, CA 95014 Phone: 4086987064 | Kenny Dal Bianco 408-698-7064
- Preferred Skills: [Empty]
- Preferred Certifications: [Empty]
- Contract: Dispatcher/Dispatcher
- Dispatch Type: List Hire
- Schedule: Long Call
- Request Date: 02-28-2017
- Start Date: 03-02-2017
- Start Time: 9:00 AM
- Requested #: 1
- To: [Empty]
- Pay: 53.55
- Area Designation: [Empty]
- Required Skills: [Empty]
- Required Certifications: [Empty]
- Comment: Plumbing upgrades for occupied apartment homes. Copper re-pipe, ABS rough in for new washers, install galvanized gas lines. Work in occupied apartments, very tight spaces (stairwells, dirty conditions). No smoking allowed on property. Approv. [Empty]

Examine details of the job including, contractor, job description, start date, start time, and jobsite location.

5

Step 6



6

If you are interested in accepting any of the posted jobs, click on **Job Request** in the menu. Then click on the “call me” button. Click **OK** to confirm your current email address on file with Local 393.

Step 7

7

Save any request by clicking **Yes** when prompted.

Step 8

8

A confirmation email will be sent to you.

Step 9

9

When you are finished, click on **Log Out** in the menu. If you are unable to log into the online dispatch system, you can call the dedicated dispatch phone hotline at (408) 754-4875 to request a call back by the dispatcher.



Local 393 has been working to get Online Dispatch up and running properly since the membership voted to adopt an online dispatching system three years ago. We have helped the software programmers design the system to adhere to Local 393's hiring hall rules.

Members can finally say goodbye to the uncertainty of not knowing what jobs will be available the next morning. Moreover, instead of spending many hours calling nearly 300 members every workday, agents will have more time for out-of-office union activities and to conduct more jobsite visits.

“The updated dispatch process is very efficient to use and makes it easy for members to see what jobs are available every day. This is a win-win-win for Local 393's membership, all of the dispatching agents and for the contractors,” said Business Agent Wayd La Pearle.

But don't worry if you don't like change. If you do not wish or are unable to use Online Dispatch, you can notify the business office you wish to be contacted by calling the dispatch hotline each day at (408) 754-4875.



SAVE THE DATES

UPCOMING EVENTS

JUNE
7

IBEW 332 Hall | 5.30pm

SPECIAL CALLED WAGE ALLOCATION MEETING

JUNE
17

22801 Big Basin Way, Saratoga, CA

ANNUAL FAMILY PICNIC

UA Local Union 393 members, families, and friends will again take over Saratoga Springs for our annual summer gathering! We'll be celebrating our union with live music, swimming, a chili cook-off, BBQ, games, car show, and face painting.

Contact
Conrad Pierce at conrad@local393.org
or call 408-225-3030

JUNE
21

Pipe Trades Training Center | 4pm

WOMEN'S ROUNDTABLE

Email jean@local393.org to RSVP

JULY
22

San Jose Municipal Stadium | 6pm

SAN JOSE GIANTS VS. RANCHO CUCAMONGA QUAKES

UA Local Union 393 night with post-game fireworks

Stop by the Union Hall for FREE tickets

MEPS Member Leadership Conference





United Association International Scholarship Fund

Scholarship applications for the Fall 2017 to Spring 2018 academic year are due on June 15. Instructions can be found on our website at www.ualocal393.org



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