Monday, October 22nd
Last day to register to vote: get a form at the union hall or online at www.registertovote.ca.gov

Find out where to vote:

Request a vote by mail ballot:

Be a permanent vote by mail voter:

October 5th-October 30th
Registrar of Voters Office sends out vote by mail ballots.

Tuesday, November 6th
ELECTION DAY!!!!

10/20 - Sacred Heart Volunteer Day
11/11 - Veterans Day Parade
11/14 - Union Meeting at the Union Hall, 6150 Cottle Road, San Jose
12/12 - Union Meeting at the Union Hall, 6150 Cottle Road, San Jose
12/21-12/22 - Toys for Tots

Join 393’s online community
Keep up with 393 news and events: register to receive 393’s emails at www.ualocal393.org
Follow us on www.facebook.com/ualocal393 and www.twitter.com/UAlocal393.
Dear 393 Brothers & Sisters,

If you want to make my blood boil, talk about the stereotype that unions only care about our members. I’m so proud of Local 393, because our members crush that stereotype. We not only build things right, but we do right by our communities.

Embedded in Local 393’s culture is our decades-long commitment to service. We put our money and thousands of hours of volunteer time into our communities.

We come together with our families, friends, and neighbors for important community events, programs, and solidarity campaigns such as:

- **Sacred Heart Community Service Days**, where we distribute food to the poor and neighborhood clean up days, where we pick up litter and beautify our communities.
- **San Jose Jazz Festival**, a three-day community event that brings over 40,000 people to downtown San Jose. We were a premier sponsor for over 400 volunteers, and we distributed over 100 applications to people that want to join Local 393.
- **Community festivals** such as the District 2 Village Fest and the Veggie Fest, which promotes healthy eating.
- **Holiday events** such as Toys for Tots and Christmas in the Park - look out for the 393 holiday tree.
- **Solidarity campaigns** with other unions and nonprofits such as Silvery Towers with the Santa Clara County Wage Theft Coalition.

We have enormous impacts on our communities, and through our service, 393 members show the world that we aren’t just tradesmen and women. We live next door, go to church, coach Little League, and bring our can-do attitude to bettering our world. That’s just who we are: it’s in our DNA.

Please join me in getting involved. You can help make our community thrive, strengthen relationships with other organizations, and build good will for unions and our issues. Together, let’s show the world we are **hard hats with heart**.

In Solidarity,

Steve Flores  
UA Local 393 Business Manager

**SAVE THE DATE: JANUARY 12, 2019**  
UA Local 393 Service Pin and Retirees Celebration at the San Jose Convention Center
Volunteer of the Year

This year’s Fred Hirsch Volunteer of the Year Awardee is Corey Quevedo, a second generation plumber and 393 member. The award exemplifies three qualities:

• Commitment (always willing to show up)
• Solidarity (loyalty to the labor movement)
• Community (service to others)

Corey is solid on all fronts, standing up for 393 members, members of other trades, and the community at large, and he does so with a sense of duty and purpose.

“When I got the award, I couldn’t believe it, because I was just doing what I’m supposed to do, which is helping the community,” said Corey. “I followed in my father’s footsteps as a plumber, and the award meant a lot to him.

“When I was growing up, my dad had his own plumbing business, and he would often work Saturdays,” said Corey. “I hated it because I wanted to watch cartoons, but he would take me to worksites. We’d go under houses and all over the place, and I’d run and get him tools. I thought that my dad could fix anything with a pair of channellocks and duct tape.

“I saw how hard my dad worked, and I swore that being a plumber was the last thing I’d do. But when I got older, I realized it was a good way to earn a decent wage.

“I’ll never forget my first year on the job. It was 1989 and the year of the big earthquake, and PG&E couldn’t keep up, so I helped check gas lines at the houses I’d work at.

“The work is challenging. You use your mind to figure stuff out, and it’s great to stand back and take pride in what you put in. I don’t care if it’s behind a wall and no one can see it, when you’re a union craftsman, you do it right. My dad always did it right, and I got that from him.

“In my early years as a plumber, I didn’t get involved in the union. I just sat back and did nothing. I used to think, ‘that’s just the way things are.’ But then I realized I could have a say and make changes in in the world.

Left: Corey and his dad Hiram. Right: Fred Hirsch, Corey & Steve Flores
“I started to get involved when Bill Guthrie brought the four trades together for the first MEPS leadership conference. That’s when I really started to get out there in solidarity.

“I’ve been out picketing at Silvery Towers whether it’s been for the electricians or sheet metal workers. We’re all in this together, and if there’s wage theft and slave labor in another craft, it affects all of us.

“I’ve been to countless City Council, Board of Supervisors, and Board of Ed meetings across Santa Clara County. And when people ask me to say a few words, I always do, because it’s important to have our voices heard.

“One person isn’t going to make a difference. But when there’s 70 of us there, you are like an army of people who want to make life better for folks in the trades and the community.

“Finally, it’s my favorite thing to volunteer for Sacred Heart Community Service Days. I was just there this past weekend with about 15 apprentices, bagging groceries. In the three hours I spend bagging food, it helps out about 1,500 families during the week.

“If everyone in Local 393 volunteered, it would be powerful. We have 2,500 members, and even if you show up a couple times a year, it really would have an impact.

“There’s so many ways to help, and by doing so, we keep the brotherhood and sisterhood strong, keep our union strong, and keep our way of life going. Because things are degrading in this country right now, and if we don’t fix things, then who will?

“My advice to other 393 members is to get off your butt. It took me a long time to finally get involved, because my couch is comfortable, and us old guys need our naps after a long day at work. But if I can do it, anyone can. You can help out a little bit or a lot, but any contribution is worth it because you are making a difference.”
LOCAL 393 MEMBERS

TOP: SJ Jazz Fest 393 Volunteers, precinct walking volunteers. MIDDLE: 393 Campaign for Secure Future BBQ and phonebanking. BOTTOM: Members at work, member testifying at Santa Clara County Board of Supervisors, members at monthly union meeting. OPPOSITE PAGE TOP: Sacred Heart Food Bank 393 Volunteers. 2ND/3RD ROW: “Slavery Towers” Action. BOTTOM: Local 393 Campaign for a Secure Future meeting.
OUT IN THE COMMUNITY
Across the nation, unions and working families are under attack. From corporations, to developers, to conservative lawmakers, right wing forces are trying to gut the Labor Movement and put employers solely in charge of setting wages, benefits, and working conditions.

Even though in California we have strong labor laws, it’s critical that we be a part of the national fight forward against the attacks. When there are rollbacks in federal laws and in other states, we not only need to take a stand for our union brothers and sisters, but we must prevent those problems from coming here.

We know from experience that strong union representation creates enormous bargaining power for better pay, healthcare, and retirement. In our case, that collective power also ensures that construction projects are union, working conditions are safe, and that there is no wage theft. Together, we stand strong.

One of the biggest threats to working families are so called “right-to-work” laws which undermine unions and pit workers against each other. By law, unions must represent every worker in a unit equally. But in “right-to-work” states, unions are forbidden from requiring people to pay dues. So some workers reap union benefits, but pass the buck to coworkers to foot the bill for all the union does. Imagine if only half of 393’s members paid dues but everyone was still a member and enjoyed union benefits. It would pit members against each other, and 393 would be crippled in bargaining contracts, handling grievances, or fighting to ensure construction projects use union labor. Local 393 works because everyone pays an equal share, and we have solidarity amongst our ranks.

Currently, there are 27 “right-to-work” states. Recently, people from California helped Missouri working families fight back and win to keep that state union-friendly.

So Called “Right to Work”
In one of Justice Kennedy’s final decisions, the conservative Supreme Court majority sent shockwaves through the labor movement by voting against unions in the Janus vs. AFSCME case, which overturned 40 years of precedent. Similar to “right-to-work,” the Supreme Court ruled that people who are non-dues paying members are not required to pay agency fees to public sector unions. Such unions, like AFSCME, are obligated by law to represent the interests of all people in a unit, and agency fees are a way for all workers to pay their fair share.

This court’s decision directly affects some Local 393 members who work for Santa Clara County and San Jose Unified School District. However, under the leadership of Business Agent Wayd LaPearle, we outreached to those members to educate them and encouraged them to remain powerful members of 393.

Janus indirectly affects all of us, as it has the potential to weaken the labor movement. Instead, it has created a rallying cry and lit a fire for unions to talk to our members, strengthen our representation, and intensify our political advocacy. That is why Local 393’s Campaign for a Secure Future is so critical. By standing together, advocating for pro-worker policies, and electing union-friendly candidates, we can improve our quality of life today and for the future.

Mark McDermott, a nationally renowned expert on the labor movement, will teach a seminar at Local 393 in January, 2019. He will give us a lay of the land on potential threats, and show us how we can collectively fight forward.

“We can’t win the fight unless we show up for the fight. Our members need to be educated, engaged, and energized for a strong union today and 100 years from now.”
– Steve Flores, Local 393 Business Manager
Thirty-five years ago, Nancy Ferguson got her start as a Local 393 plumber before there were very many women in the trades. Back then, she wore pink, yellow, or powder-blue overalls with her hair in a braid, down to her waist. She was quite unusual on job sites.

Today, Nancy has a different role in the union. For the last five years she’s been the Member Advocate, helping 393 members with benefits. The purpose of the Member Advocate is to assist our members and their families to make the best use of their benefits.

“Any member or their family can call or come in and sit down with me to have questions answered about your healthcare, retirement, tax-free extended reserve account (ERA), or any of our other benefits,” said Nancy. “And if I don’t know the answer, I’ll connect you to someone who does.”

For your personal medical bills, account balances, and eligibility questions, contact BeneSys Administrators at 408-588-3751. To get general information about your benefits, go to www.ualocal393benefits.org. If you need help, Nancy can show you around the website and empower you to select the best benefit options for you.

**Extended Reserve Account (ERA): November is Open Enrollment**

“Your ERA is a HUGE untaxed benefit similar to a health reimbursement account,” said Nancy. “Enrollment only happens once per year during the month of November.” You can use your ERA benefit card for dental, health copays, eyeglasses, and other eligible expenses – all tax-free. You can contribute $0, $1, $2, or $4 maximum per hour, and there’s no cap on the balance in the account. Applications to change your ERA contributions are available at the Union Hall. Contact April at 408-225-3030 ext.11 or email April@Local393.org

**Healthcare: Rolling Enrollment Every 12 Months**

To initially qualify for healthcare, you need to work either 440 hours (for workers under the master
labor agreement) or 480 hours (for workers in Residential, and Service tradesmen). Commercial Plumbers, Steamfitters, Refrigeration/ HVAC fitters and apprentices work under the Master Labor agreement. Members can change Anthem Blue Cross PPO or Kaiser HMO plans every 12 months from the last date of enrollment. For an application, come to the Union Hall or contact Jo-Ann Rashid at BeneSys at 408-588-3751 ext. 8427 or Jo-Ann.Rashid@benesys.com.

Retirement: Change Up to 3 Times Per Year
“To have the most secure retirement, our pension and social security are good, but not enough,” said Nancy. “It’s vital to put money into your 393 401K which is often referred to as Part B. The sooner you invest in your 401K, the better. This money grows like a snowball over your career. Plus, it’s yours from day one – you don’t have to wait to be vested.” You can contribute $0, $1, $2, $4, $6, $8, $10, $12 per hour and make changes three times per year. The application to make changes to your 401k account can be obtained at the Union Hall.

In her spare time, Nancy spends time with her husband, a retired electrician, as well as her many pets. “In addition to our two dogs, we have two cats, a chinchilla, rabbit, box turtles, a giant tortoise named Martha, and of course, Fred the frog who is the size of a dinner plate,” Nancy laughs. “As my animals pass away, I am not replacing them in hopes that someday we can travel without hiring an expensive zookeeper.”

Though Nancy is eligible to retire, she says that’s not happening anytime soon. She said, “I love my work too much, and it’s a joy and honor to serve the members.”

To Contact Nancy Ferguson
• Drop in at the Union Hall on Tuesdays & Thursdays, 8am to 5pm (closed 12-1pm)
• Reach out by calling 408-464-3738 or emailing 393@memberadvocate.org
• On Mondays, Wednesdays, and Fridays, Nancy can also make house calls or visit you at the hospital if you need assistance.

For Personal Benefits Info
• For your personal medical bills, account balances, and eligibility questions, contact BeneSys Administrators at 408-588-3751.

General Benefits Info
• www.ualocal393benefits.org

Upcoming Retirement Seminars
Join us to learn about your UA Local 393 Defined Benefit Pension (Part A) and Defined Contribution (Part B) at the Union Hall 6150 Cottle Road, San Jose 95123

Thursday, Oct 25th, 5:30pm – Retirement Planning Seminar
Saturday, Oct 27th, 9am – Retirement Planning Seminar
Saturday, Oct 27th, 11:30am – Part B Defined Contributions
Thursday, Nov 1, 5:30pm – Part B Defined Contributions

RSVP with Yvonne at 408-225-3030 or RSVP@Local393.org
Plumbers, Pipefitters & HVAC–R Service Technicians
building it right the first time for over 110 years.

OFFICERS & STAFF
Steve Flores
Business Manager and Financial Secretary-Treasurer
Conrad Pierce
Assistant Business Manager
Rudy Carrasco
Assistant Business Manager
Al Gonzalez
Business Representative
Wayd La Pearle
Business Representative
Juan Gutierrez
Organizer
Nancy Ferguson
Member Advocate
Jean Cohen
Political & Communications Director

LOCAL 393 MEMBERS: ROOTED IN COMMUNITY SERVICE