Key Dates

- March 13: Union Meeting
- April 3: CSF Meeting (guest speaker Santa Clara County Supervisor Dave Cortese)
- April 10: Union Meeting
- April 13: Local 393 Community Service Day
- April 19-20: Construction Holiday
- May 1: CSF Meeting
- May 8: Union Meeting
- May 24-26: Construction Holiday
- May 27: Construction, HVAC/Refrig Service, Plumbing Service Holiday
- June 5: CSF Meeting
- June 12: Union Meeting
- June 15: Local 393’s Annual Picnic

Swearing in of the UA Local 393 Executive Board


PDO: San Jose Senior Citizen Commissioner

Local 393’s Paul Oller (PDO) was recently sworn into the San Jose Senior Citizen Commission to evaluate and make recommendations to City Council on matters affecting seniors. This includes health, employment, housing, transportation, and recreation. As a commissioner, Paul will use his expertise to impact public policies that affect our work and communities. Paul’s work will foster powerful and strategic relationships with government agencies and staff to advance our members’ interests and affirm 393 as an organization of engaged community leaders.

Join 393’s Online Community

Dear 393 Brothers & Sisters,

Our union is strong and healthy, and work is plentiful. However, we must not be content with our good fortune. We need to push harder to gain as much market share as possible for a secure future. This can only be accomplished through the hard work and perseverance of our collective efforts.

We are at 100% employment and still dispatch travelers at a time of year that is typically slow. The primary reason for this is the strong and growing tech sector, which will keep us extremely busy for the next few years. To keep up with the demands of the contractors, we need to greatly expand our membership.

Our union is organizing non-union folks into the Local. We also must increase our number of apprentices to accommodate our growing market share. There is no shortage of non-union workers who want to be 393 members and secure a pathway to the middle class. If you know anyone who wants to take the test to become an apprentice or would like to become a member, please send them to the union hall or contact 393’s Organizer Juan Gutierrez at 408-225-3030.

I also encourage you to get involved in the Campaign for a Secure Future to increase our union's influence through political action and community organizing. The most direct path to gain market share is through politics and legislation. Land use policies and project labor agreements are negotiated at the local level, making it critical for us to have strong relationships with elected and government officials.

If members want to get involved, I urge you to attend local meetings and speak out for good jobs. I can speak as an elected union officer, but I'm a “hired gun,” and it doesn't have the same weight. When you live in that city and have the power to vote, that's what makes a difference.

It doesn't matter if you are a Democrat, Republican, or Independent – when it comes to winning greater market share, we are all in agreement and need to stand up for union labor. Together, we're kicking ass for the working class!

In Solidarity,

Steve Flores
UA Local 393 Business Manager

Right: Steve Flores being sworn in as Business Manager in January, 2019
After 30 years of service in the field and as an elected officer of Local 393, Rudy Carrasco Jr. will retire. He will take with him incredible memories.

"Being in the trades and working outside with the tools can be hard, dirty work," said Rudy. "But by learning your craft and developing a reputation for your a solid work ethic, no one can take that away from you.

“My favorite thing was working underground or on the roof. Underground is nice and cool, and on the rooftops, you’re out in the sun, get a good workout, and have a great view of the Valley.

“Back when I started, 393 played a big role in the high tech revolution because we were the only ones who knew the piping. 393 led the country in stainless steel tubing, orbital welding, PDF piping, and the acid wastelines all for the semiconductor chips.

“In 393, there's a deep belief that education has been the key to our success. That's why I taught in the apprenticeship program for 22 years.”

Nancy Ferguson, 393’s Member Advocate, remembers those days. “Rudy and I came up as apprentices together, we worked at Therma together, and then I was his assistant at the Training Center,” said Nancy. “He was a patient teacher and broke things down in steps to really help the apprentices learn.

“Rudy is also quite the rascal, and though he comes off as serious, he also has a great sense of humor. I don't want to blow his cover though, so I won't tell you any stories,” winked Nancy.

Laramie Lingenfelter also knows Rudy's playful side. “Twenty-one years ago, Therma sent us to the Philippines. We worked six days a week, 10 hours per day,” said Laramie. “But at the end of the day, all the guys would go back to Rudy's room because he always had 10 cases of beer.”

“But on a serious note,” said Laramie. “Rudy is a very dependable person. He does the right thing to the letter and is always there for the members.”
Nancy concurred. “Rudy has a great big heart,” she said. “And whenever a 393 family is having a hard time, he’s there for them.”

That generosity of spirit is what drove Rudy to become a Business Representative. He said, “It was hard to leave working outside with the guys, having our daily lunch picnic, telling stories, and seeing your work at the end of the day. But I loved learning the office side, securing work for the members, and giving back.”

“When I first got involved with the union, folks had minor disagreements like they do today,” said Rudy. “I remember a resolution if you drove a foreign car, you couldn’t bring it onto union property. But we always agreed on the important things: expanding our market share, increasing our wages, and helping the community. The membership has always stood up to give back.

“In my 30 years, our Union has grown to over 2,600 members. This Local gave me a lifetime of financial stability for me and my family. I was a late starter and got married in 2007. My wife and I have a 10-year old daughter. In retirement, I plan on teaching her how to work with tools so she knows how to do plumbing and cars, so she can be independent and strong.

“I’m also looking forward to getting up late at 6am, working on my 1950 Chevy truck that my dad gave me, and volunteering.

“I want to continue giving back and staying active in the Union. You’ll be seeing me at all the meetings as one of the retirees telling stories – that’ll be my version of the picnic from my days out in the field.

“I’ll pass on some words that someone gave me: You don’t have to be the fastest or the smartest. All you have to do is show up on time every single day - get there a little early so the foreman sees you. Be open to learning. And most importantly, show them your work ethic and always put in a good day’s work. If you do that, you’ll have work for your entire career.”

Left: Rudy at the Retiree Breakfast. Right: Rudy with Laramie Lingenfelter
Local 393 held our retiree luncheon and service pin ceremony. We celebrated, saw friends, and honored our retirees as well as those in service for their tremendous commitment to our trade.
Eric Mussynski is the newest member of Local 393’s staff. He was elected Business Representative at the end of 2018, taking Rudy Carrasco’s place, since Rudy is retiring. Eric is coming on board after 20 years in the field as an HVAC/R service technician.

“I didn't go to college, but I knew I wanted to get into the trades,” said Eric. “I had the opportunity to go non-union, but I knew that wasn't the way to go. My uncles were Teamsters, my first job as a grocery store bagger was union, and my wife is a union RN.

“I knew that being union meant I'd be able to provide for my family, retire with dignity, and learn a skilled trade through a proper apprenticeship. In the non-union world, it's more sink or swim. If you learn, you learn, but they don't have the formal training that we have.

“With our apprenticeships, you learn the theory of everything and how to think outside the box so that you can troubleshoot. When I got started on the service side 20 years ago, we didn't have smart phones where you could look at an instruction video - or even just call a buddy for advice. We usually worked alone, and all you had to fall back on was your training.

“I started getting involved in union meetings about seven years ago. Later, I was elected to the Refrigeration Exam Board and was appointed as a pension trustee. And last term, I was part of the finance committee and negotiating committee to secure our current 3-year contract.

“I wanted to run for Business Rep to ensure that the Union will be here for generations to come. I bring a new perspective coming from the service side. Now, every time a service guy has a question, they send them to me, but I'm here for the WHOLE membership.

“I have two simple goals: keep the members busy, and grow our market share. When I have a pile of projects on my desk and 10 phone calls I need to make, I prioritize based on what's going to help our Union achieve those two goals.
“Being new, I’m always on the lookout for improvements here and there with fresh eyes, and folks have been very responsive. The biggest change from being in the field is not being able to build something completely from scratch - from cradle to grave so to speak. But now, I feel like it’s my turn to give back and grow our Union for the next generation.

“I want more folks to have what we have. Without the Union, I never would have been able to pay for my kids’ college. My wife and I would have been in debt, and my kids would have been in debt. And now when I retire, my kids won’t have to take care of me, because our pension and 401K plans are so strong.

“To ensure Local 393 is here for the next 100 years, we have to be politically engaged. I never liked politics, but realized that the developers and contractors are involved, and we need to hold elected leaders accountable to do the right thing. You might not like politics either, but we have to play the game. So I encourage everyone to engage politically through Local 393’s Campaign for a Secure Future. That’s how we achieve those two simple goals: keep the members working and increase our market share. Join us!”

In his free time, Eric is an avid dirt bike rider and can be seen (if you can catch him) in the massive wilderness at Clear Creek. He said, “I love riding: there’s no cell phone reception, no signs, and no rules. When I’m riding, there’s nothing else on my mind but riding - it’s very freeing.”

“I’m not naturally drawn to politics, but I saw something that summed up why I get involved,” said Eric. It said:

“You’re “just not that into politics?”

Your boss is. Your landlord is. And your insurance company is.

And every day they use their political power to keep your pay low, raise your rent, and deny you coverage.

It’s time to get into politics!
393 IN THE COMMUNITY

Local 393 has a long tradition of giving back to our community. Members donate time, money, and skills to help those in need. Through our efforts, we create positive visibility for our Union.

One of the nonprofits we partner with is The Grateful Garment Project. They help provide dignity for sexual assault victims. When survivors seek medical attention, and rape kits are performed, those women, men and children are asked to surrender their clothing for DNA evidence. They have nothing else to wear home but a hospital gown...adding insult to injury.

Every six months, Local 393 donates 100 union-made sweatshirts and matching sweatpants in a variety of sizes. Each has a small 393 logo on it with a pink heart. Survivors then have something soft to wear home to give them some comfort and dignity. Our Union is proud to be a part of these efforts.

Another regular community activity is Toys for Tots. Every year, 393 members are famous for providing toys at the holidays for low-income children. Our members donate money and toy; set up; break down; and of course, the best part is seeing kids' faces light up when they pick out a gift they otherwise couldn't afford.

Our members feel strongly that if we can help others and share what we have, it benefits not only those who are struggling, but it makes our whole community thrive.

Top right: Twice a year, Local 393 donates $5,000 worth of clothes to Grateful Garment. Bottom: Every year, 393 members come out for Toys for Tots for low-income children.
CAMPAIGN FOR A SECURE FUTURE 2019 CALENDAR

Campaign for a Secure Future (CSF) has now been running for over three years with great success. We want to engage as many members as possible and be disciplined in coming together. So, in 2019, we are having our CSF meeting the first Wednesday of every month. Join us!

1. Learn from each other and from experts in the community. We have a range of guest speakers including elected leaders, labor leaders, and experts in topics that impact our union members.

2. Learn hard skills to be effective leaders and spokespeople, politically and in the community. We attend many city council and planning commission meetings to influence leaders. At our CSF meetings, we hold trainings on the land use entitlement process, how construction is financed, and how to advocate for Union labor in front of elected officials.

3. Come together to plan our community service activities. 393 members love to get out there to lend a hand for neighborhood cleanups, distribute food to low-income families, and help those in need.

CSF 2019 CALENDAR
Join us the 1st Wednesday of the month to get involved:

- Wed, April 3rd
- Wed, May 1st
- Wed, June 5th
- Wed, July 3rd
- Wed, August 7th
- Wed, September 4th
- Wed, October 2nd
- Wed, November 6th
- Wed, December 4th

4:30-6pm at the Union Hall
Dinner provided
Email RSVP@local393.org to confirm attendance

2/9/19 CSF Meeting
OFFICERS & STAFF
Steve Flores
Business Manager and Financial Secretary-Treasurer
Conrad Pierce
Assistant Business Manager
Wayd La Pearle
Business Representative
Al Gonzalez
Business Representative
Eric Mussynski
Business Representative
Juan Gutierrez
Organizer
Nancy Ferguson
Member Advocate
Jean Cohen
Political & Communications Director

Plumbers, Pipefitters & HVAC-R Service Technicians building it right the first time for over 115 years.

LOCAL 393 OFFICERS BEING SWORN IN

Left to right: Al Gonzalez, Wayd La Pearle, Conrad Pierce, and Eric Mussynski