PIPEDINES TO POWER
Unity to Advance Good Jobs

THIS ISSUE: Member Spotlight Brian Murphy, Campaign for Secure Future Impacts, Apprentice Contest, Assemblymember Ash Kalra Guest Column, Member Advocate Benefits Challenge

LOCAL 393 MEMBERS AT THE 2019 STATE APPRENTICE CONTEST
Holidays
- Construction Holiday: Paid @ 2X
- Plumbing Service & Repair: Paid @ 1.5X
- HVAC/R Service Holiday: Paid @ 1.5X
- HVAC/R Service Holiday: Paid @ 2X

Meeting Dates
Meetings are from 4:30-6pm at the Union Hall and include dinner. Email RSVP@local393.org to confirm attendance.

- Aug 7: Campaign for Secure Future meeting
- Aug 14: Union meeting
- Sept 4: Campaign for Secure Future meeting
- Sept 11: Union meeting
- Oct 2: Campaign for Secure Future meeting
- Oct 9: Union meeting
- Nov 6: Campaign for Secure Future meeting
- Nov 16: Union meeting
- Dec 4: Campaign for Secure Future meeting
- Dec 11: Union meeting

Retirement Classes
Meetings are at the Union Hall and include a meal. Email RSVP@local393.org to confirm attendance.

- Sept 19: Retirement Planning, 5:30-7:30, learn about your EERA, DCAFSA, and 401K
- Sept 21: Retirement Planning Day, 9am: Retirement class | 11am: Self-managing your 401K
- Sept 24: Self-managing your 401K

Keep up with Local 393’s News & Events
Dear 393 Brothers & Sisters,

One of this spring’s highlights was the California Pipe Trades Convention. Nearly 300 UA business managers, business agents, organizers, and other appointed officers came together to hear from elected and union leaders. We built solidarity by discussing our vision for our field, common challenges, and adopted resolutions to grow our market share and political power.

Robbie Hunter, President of the State Building & Construction Trades Council of California, focused on advancing technologies and environmental practices while still protecting our jobs. We also heard from Betty Yee, State Controller and Malia Cohen, Member of the California Board of Equalization. They all spoke about the importance of union members to be politically active. I’m proud to say that UA 393 is already doing that with our Campaign for Secure Future.

We discussed the California legislature’s effort to shift away from natural gas and move toward solar and wind technologies to protect the environment. This will have enormous impacts on our jobs. We shouldn’t fear technology. However, we must ensure our members have the training and opportunity to be part of the “future of work.” To do that, we must continue to have a seat at the political table to ensure innovations are made in a thoughtful, strategic way. 393 has always been at the forefront of technology. We couldn’t have built Silicon Valley without being skilled crafts people, innovators, and organizers.

At the convention, Local 393 also introduced a resolution to advocate for a statewide plumbing competency requirement. Most California government agencies do not require a certificate of plumbing competency or requirements for skilled journeypersons. But here in Santa Clara County, we do, and can use our standards as a model. This will ensure we have a fully trained workforce and increase UA membership. Our Local is leading the way on legislation to require a license.

In this newsletter, we have invited California Assemblymember Ash Kalra from San Jose to share his thoughts on working people and unions. Ash chairs the Committee on Labor and Employment and is a champion for policies that advance a pro-worker agenda. In partnership with the State Pipe Trades and active local unions such as ours, we are moving landmark legislation that will increase market share and strengthen the labor movement.

Having pro-labor, pro-worker, pro-trades leaders such as Ash and Robbie who will fight for our interests is critical. If you aren’t already, I urge you to get involved in our Campaign for Secure Future. The bigger our group, the more voice we have, and the greater influence we have to benefit our work and our lives.

In Solidarity,

Steve Flores
UA Local 393 Business Manager
After 10 years in the field, Brian Murphy recently transitioned to be Local 393’s Apprentice Training Center Coordinator. We thank outgoing coordinator Mark Likeness for his decade of service as well as his many years in the field. We wish him well in his retirement. Hats off to you Mark!

Brian enters into his new role after having not only spent a decade as a KDS Plumbing foreman, but as a teacher in the Training Center starting his first year out of apprenticeship. His current focus is on innovation and ensuring our members can keep pace with today’s technology.

“Anyone in the pipe trades will tell you that one of the best parts of our work is the constant challenge of problem solving,” said Brian. “One week there’s steel, and the next there’s concrete. You’re never stuck in one place, and you can see your work at the end of the day.

“Now that I’m in the office, I’m taking on new challenges and not standing still. I’m designing and adapting new curriculum so that it’s in line with the ever-changing technology.

“When I was coming up, it was all about interpreting paper drawings. Today, everything is on tablets, and we’re looking at drawings in 3D. There’s a gap in our education, and my focus is on getting our apprentices fluent in technology.

“There’s a lot of software. There’s Bluebeam, Plangrid, and ProCore to manage blueprints, and Cad or Revit to design piping in 3D.

“I’m learning as I go, as I did not get much experience in the field with 3D modeling or plan management software. It’s a huge learning curve and a constant challenge - just like in the field - and that’s what makes this new job so exciting.

“I might not be able to see what I’ve done at the end of the day, but after a few months, a year, or five years, I hope I’ll be able to leave a mark. I want to train our apprentices to be leaders - not just journeymen - but foremen and people willing to take the reins.”

Brian is also looking to advance the culture of unionism to build a stronger labor movement.

Left: Brian at the 393 Training Center. Right: Brian's donated 393 pin collection
“Right now, apprentices have six hours of union heritage, which is not enough,” said Brian. “I want to add on an ‘end all, be all’ labor history requirement. I want folks to see the struggles and sacrifices that other men and women have made so that we can be here today, earning a good living with health and retirement benefits. That didn’t happen by accident, and we can easily lose our livelihood if we’re not vigilant.

“I hope to inspire apprentices to become active in the union and take on a leadership role so that we can protect what we have and expand it so that other working people can have it too.

“I first got involved going to union meetings when I was a 2nd year apprentice, but veered away because I started a family. I got reconnected when I started teaching. I spent five years with the national UA Instructor Training Program, where I became an avid pin trader. That’s where my appreciation of the brotherhood was really born. I’ve gotten to know dozens of tradesmen across the country that I’m proud to say are my friends. I never would have met them if it weren’t for the union. It brings workers like us together under a common purpose: to advance the interests of working people and serve our community. I urge 393 members to get involved.”

When he’s not working in the Training Center or hanging out with his pin trade buddies, Brian and his wife Jennifer enjoy running. In fact, they trained for their first 5K when Jennifer was pregnant with their twin boys. She finished the race when she was eight months along. Like Brian, she’s determined and likes a challenge.

While Brian and Jennifer were training, he got union members to join in the fun and fitness, starting the 393 Running Club.

Brian has an open door policy, and welcomes 393 members to reach out at brian@pttc.edu if you’d like to learn more about the training program, union activities, the pin trade, or the running club. In the meantime, he hopes to catch up on sleep from twin babies. Welcome Brian Murphy and best of luck in your new role!
During the 2018/19 school year, 393 apprentices—in partnership with our journeymen and retirees—volunteered hundreds of hours for our Campaign for a Secure Future to build political power and make our community stronger.

Service is deeply embedded into the culture of our Local, and we’ve always been more than men and women in hard hats. We take our strong work ethic and use it to make our community work for all working families. Whether it’s speaking out at City Hall for stronger worker protections, cleaning up trash in our neighborhoods, or feeding struggling families, 393 members are the backbone of our community.

Our volunteer hours also strengthen partnerships with community allies and elected leaders. This builds a stronger labor movement and ensures that we have a say in decisions impacting workers and the larger community. Thank you to participating members for your service, and we invite all members to get involved.

APPRENTICE HONOR ROLL
These are the most hours completed since 393 began our community service requirement in 2016.

- Chad Smith: 68.5 hrs
- Frank Bernal: 52.5 hrs
- Adam Crystal: 41 hrs
- Dil Gurung: 37.25 hrs
- Alexander Collins: 35 hrs
- Dustin Podborny: 34 hrs
- Joseph Topacio: 31.5 hrs
- Ananta Adhikari: 30.75 hrs
- Edmund Kim: 29.5 hrs
- Albert Pena: 29.5 hrs
- Thanh Pham: 29.25 hrs
- Ronald Gifford: 29 hrs

Frank Bernal
“393 gives members the opportunity to work for a living wage with great benefits, and volunteering alongside our brothers and sisters is the easiest way to give back to this Union.”

Brian Lee
“National politics get all the attention, but our votes matter more locally because of low turnout. I go to City Council meetings because the policies affect our jobs directly. City leaders can get contractors to hire locally and pay a living wage.”

Adam Crystal
“We are the future of the Local, and we do a lot for the community. We need to be involved so there’s a future for our jobs, our market share, and political presence. Volunteering gets us respect.”
2018/19 SCHOOL YEAR IMPACTS

CSF 2019 CALENDAR: JOIN US!
1st Wednesday of the month at the Union Hall from 4:30-6pm. Dinner provided.
Email RSVP@local393.org to confirm your attendance.

Wed, August 7th
Wed, September 4th
Wed, October 2nd
Wed, November 6th
Wed, December 4th

700 APPRENTICE SERVICE HOURS

41 VOLUNTEER EVENTS

10 DAYS AT SACRED HEART

393 Members keep our communities clean.

We stand up for workers at government meetings.

We bag food for struggling families at Sacred Heart.
Dear UA Local 393 Members,

I have great admiration for UA Local 393. You helped build Silicon Valley, and you’ve been one of the most politically active unions bettering our community and building power for working people. Over the years, I’ve met many plumbers, steamfitters, pipefitters, and HVAC/R service technicians. You work hard on the job, and you take that grit to the political arena and are a powerful force. That unity is essential as we head into 2020, one of most important political times of our lives.

The biggest issue facing workers today is massive income inequality and a completely unsustainable economy. This has happened – in part - because of the attack on unions.

Silicon Valley was built by hard working skilled tradespeople like you, allowing tech companies to build incredible wealth. We should all be benefiting, not just the millionaires. Past elected leaders have advanced the interests of industry and profit. That’s what happens when we allow other people to speak for us, and working people don’t demand a seat at the table. That’s changing.

I’m honored to chair the Assembly’s Committee on Labor and Employment and be an unyielding voice for working people to make sure our economy works for the many, not just the few.

We have worked to expand benefits for working families and prevent bills that water down workers’ rights. Recently, we held hearings on the State Supreme Court’s Dynamex decision, which dealt with a company that has been misclassifying its employees as independent contractors to deny them overtime, benefits, and other protections.

California State Assemblymember Ash Kalra is an unapologetic supporter of working people and the labor movement. As a San Jose City Councilmember, he always stood with 393 members, and continues to do so in the Assembly. There, he chairs the Labor and Employment Committee which creates policy and oversight on wages, hours, employment discrimination, Cal-OSHA, and public job programs. Kalra graciously accepted an invitation to write a guest column for 393.

Left: Ash visits the 393 union hall. Right: Ash in solidarity with 393 and other unions.
The intentional misclassification of workers is an enormous issue facing people across numerous industries. The buck stops here, and I will be holding these companies that misclassify accountable.

Looking ahead, the Labor and Employment Committee will be addressing the impact of automation and new technology. We must ensure there is a highly trained workforce so technology creates opportunity, and does not take away jobs - particularly in the trades. These conversations are usually driven by industry and profits. We must include workers and prioritize the voice of the human capital that creates the wealth of Silicon Valley and beyond. And that’s where you come in.

It’s critical that UA 393 members understand your role and power in shaping the “future of work.” Workers’ voices are included when you stand up, show up, and organize. UA 393 does an amazing job of doing that, and if we want to create well-paying, union jobs that allow people to raise their families in Silicon Valley, we need to double down on our efforts.

I urge you to get involved, particularly as the 2020 election approaches. California has the largest number of delegates in the country, and the Democratic candidates are going to be vying for our votes in the primary. It’s critical for union members to show your support for policies that advance workers’ interests so that we can hold all the candidates accountable to our values.

Over the next 18 months, I look forward to continuing a strong partnership with Local 393. Remember, when you speak up, stand up, and organize, working families have more economic opportunities, and our communities thrive.

My door is open to all 393 members. Please go to my website: www.a27.asmdc.org to contact me or learn more about my policies and events. I hope to see you, and I’m honored to have your support!

In Solidarity,

Ash Kalra, CA Assemblymember

― Ash Kalra, CA State Assemblymember
If you haven’t met Nancy Ferguson, she’s the Local 393 Member Advocate and the ultimate source on benefits. Ask her anything, and she has the answers or can direct you to someone who does. Talk to Nancy at the Hall or email her at 393@memberadvocate.org

“As 393 members, we have incredible benefits that are almost unheard of in this day and age,” said Nancy. “By maximizing your plans, you can have access to money when you or a family member are sick. You can borrow to buy a house. Most importantly, you can have a completely secure retirement. Summer is a good time to get your ducks in a row, as open enrollment for certain plans is in the fall. I urge members to attend classes, call me, and be fully informed about your benefit options.”

**ERA:** Extended Reserve Account has open enrollment in November. Put $1-2-4 per hour into a tax free account. Use it for qualified medical and dental expenses such as co-pays, glasses, or dental fees.

**DCAFSA:** Dependent Care Assistance Flexible Spending Account plan has open enrollment in November. Put $1-2 per hour away for child care, spouse or parent care.

**401K:** You can put in $1, $2, $4, $6, $8, $10, or $12 per hour and make changes three times per year, anytime. Slow and steady secures your retirement!

**Health Care:** Plans have rolling enrollment, and you can make changes 12 months after the last time you changed or started health care.

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**FALL CLASSES & EVENTS**

Maximize your benefits for a secure future. Join us in September! Spouses welcome!

**Retirement Planning Class**
Sept. 19th at 5:30-7:30pm, Union Hall
Dinner served and learn about your ERA, DCAFSA, and 401K

**Sept. 21st Retirement Planning Day**
9am: Retirement Class & breakfast
11am Self-managing your 401K & lunch.
Attend one or both at the Union Hall!

**Self-Managing Your 401K**
Sept. 24th, 5:30-7:30pm
Union Hall/dinner served

**Flu Shot Clinic and Blood Drive**
Oct. 1st & 2nd, 3:30-7:30pm @ the Training Center, snacks and drinks served.

**Union BBQ/General Meeting/Flu Shot Clinic**
Oct. 9th, 3:30-7:30pm. We’ll BBQ and then have our general membership meeting!

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**NANCY’S MEMBER CHALLENGE!**

*Add $1 per hour/per year toward your retirement or ERA.*

I want to put out a challenge to ALL our members to move toward maximizing your benefits. Let’s all work our way up to a secure retirement! It’s doable!
After winning the California State Apprentice Contest in the HVAC section for the 2nd year in a row, Nick Cruz went on to win regionals! Brian Murphy, Training Center Coordinator, said, “We are all very proud of Nick’s accomplishment. He has put in years of hard work and dedication to learn his craft, and it paid off for him in a big way! He is our first HVAC apprentice to make it to the national competition and is the third apprentice to win regionals in the past 10 years. This says a lot about the high training standard 393 has for its membership.” Nick will be heading to nationals in August. The entire Local 393 membership stands behind you Nick! Pictured right is UA International District 5 Vice-President Stanley M. Smith presenting Nick with the regional award.
Plumbers, Pipefitters & HVAC/R Service Technicians
building it right the first time for over 115 years.

ON OUR COVER: 2019 CALIFORNIA STATE APPRENTICE CONTEST
Local 393 members shined in the State Apprentice Contest. From left to right: Jacob Ziegenhagen, plumber, placed 2nd; William Watson, welder, had a solid showing; Andrew Stafford, steamfitter, placed 2nd; and Nick Cruz, HVAC/R, placed 1st for the 2nd year in a row and went on to win regionals!