

PIPELINES TO POWER

Unity to Advance Good Jobs



Make Your Voice Heard in the 2020 Presidential Primary Election

By voting and having union voices like ours heard, we can elect leaders and pass policies to *kick ass for the working class*. Register at www.registertovote.ca.gov or pick up a form at the Union Hall.

- 2/17/20 – Last day to register to vote
- 2/3/20-2/25/20 – Vote-by-mail ballot mailing period
- 2/25/20 – Last day to request vote-by-mail ballot
- 3/3/20 – Presidential primary election

Holidays



Construction Holiday: Paid @ 2X



Plumbing Service & Repair: Paid @ 1.5X



HVAC/R Service Holiday: Paid @1.5X



HVAC/R Service Holiday: Paid @2X

CSF/Union Meeting Dates

4:30-6pm at the Union Hall – dinner included

Email RSVP@local393.org to confirm attendance

- Jan 8: Union meeting
- Feb 5: Campaign for a Secure Future meeting
- Feb 12: Union meeting
- Mar 4: Campaign for a Secure Future meeting
- Mar 11: Union meeting

Retirement Classes

Meetings are at the Union Hall and include a meal.

Email RSVP@local393.org to confirm attendance.

- Sat., February 22nd, 9am - Retirement Planning Seminar
- Sat., February 22nd, 12pm - Part B Pension Self Directed Educational Seminar

Keep Up with Local 393's News & Events

Get all the news and information you need on the web: www.ualocal393.org or on social media:

www.facebook.com/ualocal393, www.twitter.com/UAlocal393, and www.instagram.com/ualocal393

December 2019						
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March 2020						
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VETERANS IN PIPING

In shop windows, on bumper stickers, and in conversations across America, folks will say, “We support our troops.” At Local 393, we employ them. Many of our members served in the military, and since 2008, some of them have come out of the UA’s Veterans in Piping (VIP) program.

Over the last decade, more than two million men and women have served and sacrificed for our country. Despite being a disciplined and highly-trainable population, military members face high unemployment upon leaving the service.

To ease the transition back into civilian life, the UA established the VIP program to train military members for careers in the pipe trades. Through free, 18-week accelerated courses, VIP participants earn certifications in welding, sprinkler fitting, or HVAC-R, and then have guaranteed entry into apprenticeships and well-paying union jobs.

Mike Hazard, a former Navy rescue swimmer and 4th generation pipefitter, is the national VIP program manager and training specialist. He said, “Military members were trained to protect our country. Now, the UA Veterans In Piping program is training them to build it.

“I served in the military during Desert Storm, and when I got out, I felt a little bit like I was kicked to the curb,” said Mike. “I knew I wanted to be in the trades because of my family, but not everyone knows about those opportunities. So I was really excited when the VIP program got started.

“An officer and I were looking at an old naval hospital. I said, ‘Wouldn’t it be great if we trained the marines right here to rebuild the hospital?’ Once we succeeded, the program took off.”

Since 2008, 2,228 have graduated the VIP program. “VIP graduates do a great job,” said Mike. “Our



Mike Hazard, VIP Program Manager, Training Specialist & UA Local 403 Pipefitter

“The union is similar to the military. You take an oath to be part of the union brother and sisterhood the same way you take an oath to defend our country. In both, it’s about getting the job done right, and so much more. Both are about helping each other through life. We’re devoted to the community, we’re like a family, and we take care of each other.” – Mike Hazard pictured during his Navy service and his VIP service

WE SUPPORT THE TROOPS

contractors are on fire and want to know when they are going to get their next graduate. The VIP attitude is unmatched, because they show up in every way. They are responsible, highly trainable, and really motivated. It's great to provide vets with these opportunities for a lifelong career.

"VIP isn't just a jobs program though. It's about extending a helping hand to those who have served our country. The last thing we want is for them to come home and stand on an unemployment line.

"What's more is that our union halls accept VIPs with open arms. There's a lot of similarity between the camaraderie of the military and the brother and sisterhood of the trades," said Mike.

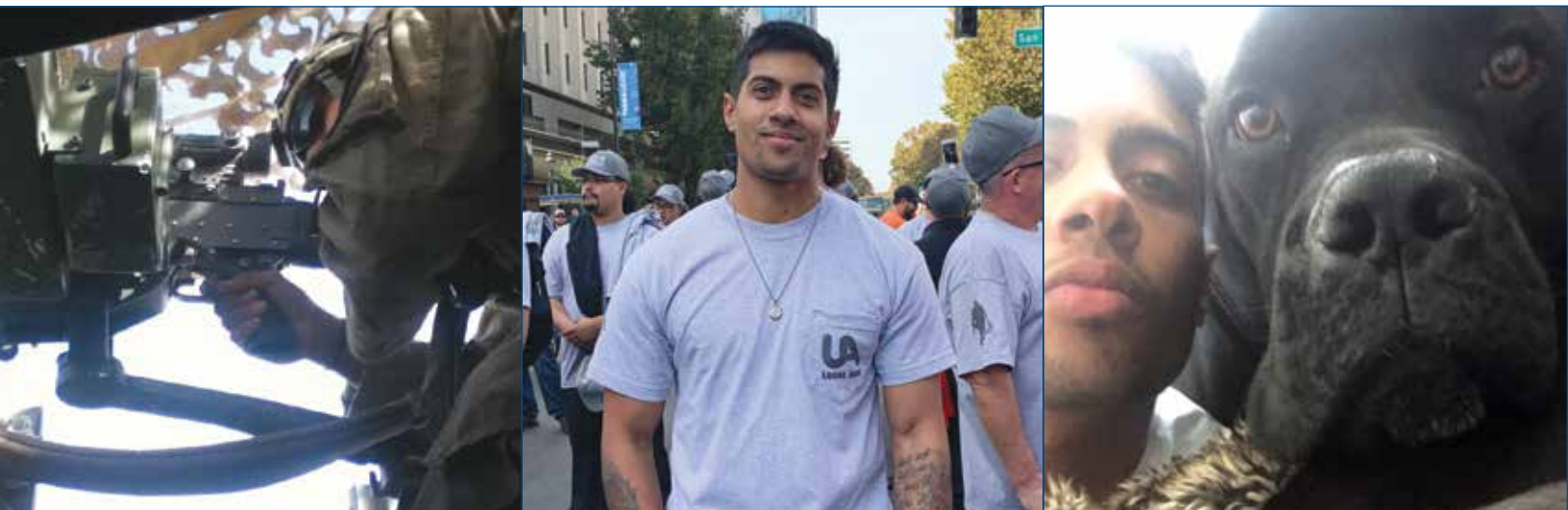
Thomas Andino, Local 393 VIP graduate, agrees. He said, "Military training disciplines you, and you have to be team oriented. People in the union look out for each another and help if you are trying to

figure something out in the field. Coming out of the service, it was easy to fit right into the trades."

Thomas was in the Army for four years and did a tour in Afghanistan. "I was pretty unclear on what I was going to do after the military," he said. "But then I saw an ad for the VIP program and the opportunity to learn welding. I grabbed it, and it's been the best decision I've ever made in my life.

"Looking back, the military was hard. Now life is easier. In the trades, the pay is comfortable. I never expected money, but now I make more than all the people I know and own a home at twenty-three.

"Local 393 has been great for me. I really like the community service events, and people coming together. Not many jobs are focused on the workers. In most jobs, people are worried about the companies. However, people here seriously care about each other and the future."



Thomas Andino, VIP & Local 393 8th Period Steamfitter

"Being a VIP is the best choice I've made in life so far. I didn't know what it was all about getting into it, but I love learning the trade. The job is really interesting, and the better I get, the more I love it. The trades have been a lot of blessings. I don't know what I'd be doing without it – it gave me a commitment after the military."
–Thomas Andino pictured in Afghanistan, in the 2019 San Jose Veterans Day Parade, and with his dog Leon

BY EMPLOYING THEM

Having a fulfilling future is what drove Kristian Miller to join the VIP program. He did twelve years in the military, including two tours in Iraq. He was part of the efforts to take down Al-Qaeda as a recon sniper, personal security detachment, and ranger instructor for small unit tactics.

“Being over there, I worked with some of the best guys I’ve ever known,” said Kristian. “I always thought I would retire in the military, but my body couldn’t handle the assignments. I’m not an office person: I’m a field person. There’s not a lot of jobs for snipers in the private sector. Then I found the VIP program which was a good fit for me.

“The military instilled a lot of self-discipline and pride in whatever I’m doing. The VIP program gave me a chance to adjust. The biggest thing for vets coming out of the military is that you lose a sense of purpose. It can cripple you, but the VIP helps fulfill that. I still struggle every day, but it

gets easier having fulfilling work that allows me to provide for my family, put food on the table, and buy a house.

“In the future, I’m going to get more involved with 393. It’s hard to be in school and have two kids under three. But once I turn out, I’m going to help get our union message out to the masses. Corporations have multi-million dollar PR firms, and we have to fight for our way of life by getting our voices out there. That’s how we’re going to protect our future. In the military, it’s warfare to protect your country. In the union, it’s warfare to protect the middle class.”

Local 393 is very active in the VIP program with over a dozen apprentices and journeyman participants. We salute all of our members who have served our country. We are proud to stand shoulder-to-shoulder with you on the job, in our union, and in our community. Thank you for all that you do.



Kristian Miller, VIP & Local 393 9th Period Steamfitter

“In the military, it’s warfare to protect your country. In the union, it’s warfare to protect the middle class. It’s about our way of living, and we have to fight for it. The union is only strong if we think about ‘we’ and not just ‘me.’ There are some great guys and gals in the union, and when we are a true brother and sisterhood, we get more work and protect our future.” – Kristian Miller pictured with his family, at work, and in combat in Iraq

FAIR ELECTIONS INITIATIVE

Dear 393 Brothers & Sisters,

Democracy is built on the idea that we all have an equal voice in our government. Yet wealthy corporate interests financially sway our elections, giving disproportionate influence to developers, landlords, city contractors, and their lobbyists.

Through our Campaign for a Secure Future, Local 393 is an active member of a coalition of unions and community groups organizing to take back power for the people of San Jose.

Members are currently gathering signatures to put the Fair Elections Initiative on the November, 2020 ballot. If passed, it would transform the political landscape of the 10th largest city in the United States and increase our power and ability to expand our market share.

The Fair Elections Initiative is a community-led ballot measure that will reform San Jose elections:

1. It removes special interest money from local politics, so working folks have a greater say.
2. It changes the timing of the mayoral election to engage more voters.

Statistics show that voter turnout is more than double in California cities where mayoral elections are at the same time as presidential elections rather than the same year as the governors' races.

By gathering signatures and campaigning for the Fair Elections Initiative, we can increase voter participation exponentially by moving the San Jose's mayoral elections to align with the presidential election when more working people who share our values cast their ballots.

By increasing voter participation, we end "pay to play" politics. This will ensure our elected leaders are responsive to all the people of San Jose - no matter where you work or how much money you have - not special interests that write fat checks.

Working people like us do not have unlimited resources, nor are we trying to profit off of our community. We work hard, and want to ensure that all families can thrive in Silicon Valley. The Fair Elections Initiative helps us achieve that goal.

I encourage you to join us in our reform efforts to create fair elections for regular people like us.

PASSING THE SAN JOSE FAIR ELECTION INITIATIVE WOULD INCREASE OUR POLITICAL POWER

VOTER TURNOUT IN SAN JOSE ELECTIONS *Governors' Races vs. Presidential Races*

<u>Gubernatorial</u>	<u>Presidential</u>
2014 – 46.8%	2016 – 80.5%
2010 – 63.8%	2012 – 77.6%
2006 – 55.9%	2008 – 84.3%
2002 – 48.0%	2004 – 68.7%

Voter turnout would nearly double if mayoral elections coincided with the presidential race.

BUSINESS MANAGER COLUMN

Political Participation + Public Policy = Increased Market Share

This formula is why Local 393's Campaign for a Secure Future exists. By getting involved, you can participate in community service events as well as political activism. Our goal of being more publicly engaged is not only to improve our community, but to increase our union's influence to elect and support leaders with our working class values.

If you want greater market share, help ensure the Fair Elections Initiative qualifies for the November, 2020 ballot. We must collect over 60,000 signatures from registered San Jose voters by February. Contribute to the efforts in three ways:

1. If you live in San Jose and are over the age of 18, come by the Hall and sign the petition.
2. Circulate petitions in San Jose neighborhoods, kids' sporting events, church, or other locations.
3. Make sure you are registered to vote. Go to www.registertovote.ca.gov

Increase worker power by attending our next Campaign for a Secure Future meeting.

To get involved or for more information,
Email CSF@local393.org



In Solidarity,

Steve Flores
UA Local 393 Business Manager



Corey Quevedo collects signatures & Daniel Casanova speaks on more inclusive government

WAYD LA PEARLE

After thirty years – starting in Local 393’s Steamfitter Apprenticeship, and ending in his third term as an elected business representative – Wayd La Pearle has a new role in the construction trades: Executive Manager for Santa Clara Valley Contractors’ Association (SCVCA) and the South Bay Piping Industry Labor/Management Trust.

“The fact that SCVCA has hired a manager who has a labor background demonstrates an enormous amount of trust and cooperation between Local 393 and the contractors,” said Wayd. “Together, contractors and the work force really are working to achieve the same goals: increase our market share and deliver professional and experienced construction in the plumbing, mechanical, and service industry. I’ll be working hard to build on that formula for success.

“I’m in a unique position to utilize my experience working over the years for 393’s union contractors, and being a health & welfare/pension trustee, JATC member, and various elected positions including business agent,” said Wayd.

“My very early experience began as a welder. Before my apprenticeship, I worked for non-union

mechanical contractors on government defense projects, in the oil fields, and on off-shore oil rigs. Back then, I was really excited about the work and learning a trade, but I had no structured training or benefits. In 1988, my brother Todd started his plumbing apprenticeship in Local 393, and that was the kick in the pants for me to apply. I was accepted and began my apprenticeship in 1989.

“It was an exciting time during the rise of the semiconductor industry and process piping. It was easy for me to see that apprenticeship training, combined with working for union contractors who provided real benefits, could create a better future for me. I’m proud of my work in the field and my small part of helping to lay the foundation for Silicon Valley.

“I was fortunate to work with a lot of conscientious members who supervised those big jobs. Many of them were also 393’s Training Center instructors. Some of them are still teaching and continue to care and teach along with the newest generation of instructors. These individuals are living examples of the cycle of learning within a union apprenticeship and journeyman training program.



Left: Wayd working as an off-shore rig welder. Right: Wayd’s early days as a 393 apprentice

A NEW ROLE IN CONSTRUCTION

“The brother and sisterhood of Local 393 is very special and includes accepting responsibility. Our contractors are looking for 393 members to take your skills to the next level, become supervisors, and mentor the next generation of skilled craftsmen and women.

“I strongly encourage everyone to utilize Local 393’s journeyman training program, participate in the Campaign for a Secure Future and community service events, and attend your monthly union meetings so you can be an informed and responsible union member.

“In my new role, I will expand on the message that 393’s union contractors are the best because we have the best trained workers, and we will work together to continue to create success for each other. We lift our entire community up by supporting our local economy and creating career opportunities for new generations.

“Looking to the future, my priorities are going to be the same as they have been for the last 30 years:

- Promote and expand work opportunities for signatory contractors and union members

- Organize new signatory contractors and workers into the union
- Maintain and expand high quality apprenticeship and journeyman training programs
- Monitor compliance for apprenticeship standards and prevailing wages
- Ensure our health and welfare and pension plans are sustainable
- Support elected leaders and policies that advance the interests of working families and the construction trades
- Engage in community service to enrich Santa Clara and San Benito Counties

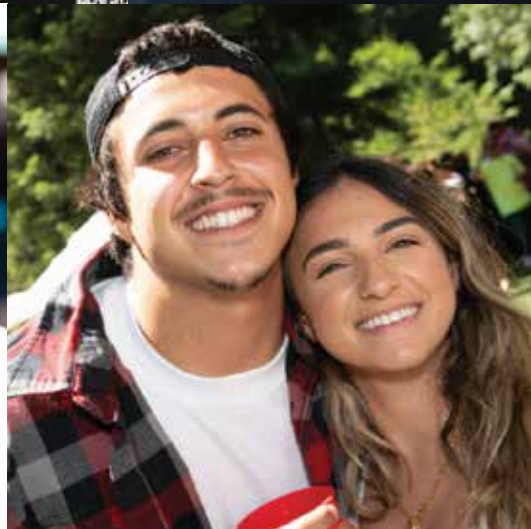
“I’m proud to still be a Local 393 member and to continue my working career promoting our local contractors and the membership of Local 393. You’ll continue to see me at City Hall fighting for union construction as well as being out in the community right alongside members.”

If you want to reach Wayd, he’ll be based at the SCVCA instead of the Union Hall, and he’ll always be part of Local 393’s growing family. We look forward to his ongoing partnership.



Left: Wayd at the 393 Annual Picnic. Right: Wayd supporting our Campaign for a Secure Future

THE UA LOCAL 393 FAMILY



OUT & ABOUT IN 2019





UA Local 393
6150 Cottle Road
San Jose, CA 95123

Presorted
Standard
US Postage
PAID
San Jose, CA
Pacific Printing

OFFICERS & STAFF

Steve Flores
Business Manager and Financial Secretary-Treasurer

Conrad Pierce
Assistant Business Manager

Al Gonzalez
Business Representative

Eric Mussynski
Business Representative

Scott Reese
Business Representative

Juan Gutierrez
Organizer

David Cruz
Residential Coordinator

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.

2019 TRADES WOMEN BUILD NATIONS CONFERENCE

Local 393 women members were in full force at the largest gathering of union tradeswomen in the world. The Trades Women Build Nations Conference is getting bigger every year as women continue to break barriers in our industry. Local 393 is proud of all our women members who are blazing trails.



393 women represent on the streets of Minneapolis and with UA General President Mark McManus