ANANTA ADHIKARI
Local 393 5th-year apprentice
at Google’s new headquarters
COVID-19 PANDEMIC RESPONSE
Because of the coronavirus crisis, the union hall will be closed to protect the safety of our members, staff, and families. However, we are conducting business remotely. To get answers to questions about your job, benefits, and other concerns, check our website for regular updates or contact a Business Agent.
Go to WWW.UALOCAL393.ORG for up-to-date information.

Union/CSF Meetings During COVID
Due to the pandemic, union meetings have been cancelled until further notice. We will have a Campaign for a Secure Future meeting via Zoom on June 3rd at 4:30pm to discuss our political & community program. If you would like to join, email RSVP@Local393.org, and we will send you a link. Check our website for future union meeting dates.

Local 393’s News & Events
Get all the info you need on the web:
• www.ualocal393.org
• www.facebook.com/ualocal393
• www.twitter.com/UAlocal393
• www.instagram.com/ualocal393
Dear Member,

Our union is a brotherhood and sisterhood. We support each other in good times and bad, and during this pandemic, that is more important than ever. We are prioritizing efforts to contact all of our members – both active and retirees – to check in, see how you are doing, and hear your concerns. I know this is a stressful time, and we are working diligently to provide our membership and contractors with timely information.

To inform you about benefits and union business to help navigate this crisis, we are sending email updates and posting on: www.ualocal393.org. There is helpful information dating back to March 16th which includes:

- Phone numbers to our two 24/7 advice nurses
- A link to the Employment Development Dept. (EDD) for unemployment benefit information
- A special voicemail line for questions regarding the coronavirus pandemic
- Links to the Center for Disease Control (CDC) and the Santa Clara County Health Department

I know your greatest concern is when can we get back to work. In Santa Clara County, Local 393 has led efforts – in partnership with union and political allies – to get job sites open safely. Santa Clara County Supervisors Cindy Chavez and Dave Cortese have stepped up to engage our industry in problem-solving, and our union has been instrumental in securing policies and procedures that prioritize worker safety.

Additionally, part of the DNA of Local 393 is our commitment to service and volunteerism. Our union is utilizing our Campaign for a Secure Future program to support our community. Donating blood and providing support to fellow members are just two examples of what makes this union great.

Finally, if you have a moment, please reach out to a fellow member to check in. This is a time for our brother- and sisterhood to unite, take care of each other, and lend a hand if you can to those who need it. Together we will come out of this experience stronger than ever.

In Solidarity,

Steve Flores
UA Local 393 Business Manager
Google’s new headquarters has been touted as one of the most innovative architectural designs in the world. From the outside, the four-building campus looks like a giant, modernist circus tent fashioned of glass and steel. On the ground, there are over a thousand men and women from Silicon Valley’s trade unions building this stunning structure, using the most cutting edge design, sustainability, safety, and construction practices.

Local 393 members are playing a leadership role, with dozens of workers on site since the project broke ground in July of 2017.

When Local 393’s union officers toured the site this February, they were thrilled with the design, coordination, and professionalism amongst the trades. Steve Flores, 393’s Business Manager said, “This is the gold standard of jobs with every union trade on the scene doing what we do best: getting the job done right with the highest level of craftsmanship, cooperation, and safety.”

Everyone from the general contractor, Whiting-Turner, to the workers, says that the most striking part of the project is the coordination and sense of community throughout the workforce.

Whiting-Turner is using the “Lean Method,” a Japanese practice of working efficiently, eliminating waste, centering safety, and producing perfection. A key part of Lean is “pull planning,” in which all the individual crafts have a seat at the coordination table, rather than a top-down approach. Both Google and Whiting-Turner set out to make labor the tip of the spear rather than mere implementers.
There’s a respect for union craftsmanship and ensuring that workers have what they need to succeed. This has created a culture of care, community, and working toward the common good.

Workers on site beam with pride. They all say this job is the height of their careers, whether they are a Local 393 36-year veteran like Paul Gonsalves who said, “It’s the platinum of plumbing,” or a 5th-year 393 apprentice like Miguel Gonzalez who said, “It’s a special honor and privilege to be working on something like this so young in my career, and to learn on a building so out of the ordinary.”

Miguel went on to talk about how the job is a setting him up for a solid future. “I just got two special certifications: one is to operate a boom lift to install pipes up to 100 feet in the air, and the other is for going 30-40 feet below on the sump pumps,” he said. “But it’s more than the skills. Being a part of a union means a lot for my personal goals to be able to support a future family. After I turn out I want to buy a house.”

Ananta Adhikari, who is featured on the cover, is also a Local 393 5th-year apprentice. He concurred, “This job and being in the trades is the best thing in my life. There’s a perception that tradespeople aren’t smart, but that’s totally wrong. We have to think about health and safety, how to build strong, and how to keep the community safe.”

Safety has been part of the positive culture on the project. As of February 5, 2020, the trades had been on site for 849 days without a lost time accident.
All the workers say one of the best parts about the project is the close camaraderie, including Ananta Adhikari. “Since this is a union job, all the men and women are part of the same brotherhood,” he said. “Even across the different trades. There’s no attitude, and we are all helping each other.”

4th-year plumbing apprentice Amanda Borja concurred, “Everyone is so welcoming. It’s been great to work side-by-side with guys with 20 years of experience to learn from them.”

Amanda was part of the massive crew that installed 4,000 geothermal piles, making the Google site the largest geothermal system in North America. There, the ground keeps water at a certain temperature to heat and cool the building. The roof will be covered with solar panels as well, adding to the green design. The roof is the most striking design feature, and it took two years of planning, dozens of engineers, and 42 jacks to lift it into place.

Mayor Margaret Abe-Koga of Mountain View, where Google is located, was quick to notice what all the workers feel: a sense of community. “It’s amazing to see working people taking care of each other,” she said. “I’m heartened by the fact that there are 1,100 men and women who enjoy working together and are making an impact on the region.”

The mayor put labor into perspective. “It’s about respect and good jobs to raise a family, and that’s
what the trade unions do,” she said. “The workers are not only building this campus, but generating revenue and creating jobs for the whole economy.”

Local 393’s members constructing Google’s HQ share a special feeling about the job. Amanda said, “We’re here to build something awesome and build it right. It’s going to be cool to say, ‘We made that.’”

Ananta reflected about how this is the best of unionism. “Personally, I am really thankful to Local 393 and am learning so much on this job. I love what I’m doing here; it’s the best way to work, live, and build a strong union.”

Miguel summed it up when he said, “I can’t believe I’ve been part of it. Someday, when I take my friends, family, and future kids to see it, I’m going to tell them about the blood, sweat, and tears that went into this special project.”

The Google job is truly one of a kind, and Local 393 members and all the workers will talk about it for the rest of their lives. Thank you to Whiting-Turner and Google for allowing us to photograph the crew. And a big shout-out to the 7,000+ construction workers and countless others who are making this groundbreaking job happen.
Meet your New 393 Reps

Scott Reese: Business Representative

Scott is a familiar face at 393. Before being elected to fill Wayd LaPearle’s seat in 2019, he was 393’s recording secretary for eight years, and an appointee to the JATC and the CA Labor Federation. He grew up in the Bay Area, spent 13 years in the field as a steamfitter, and was a steward. Scott’s other claim to fame is that he is married to Margarita Marquez Reese, the first women elected president of 393.

“I really enjoy what I do helping the members. I believe in our union,” said Scott. “We need to keep the faith. It’ll be strange for a while with COVID, but we’ll be back to work. I encourage members to stay involved, and know that the Local is doing everything possible to not only get through the crisis, but keep our members safe, healthy, and positive. 393 has been around a long time, and we’re not going anywhere.”

Edmundo Escarcega: Business Representative

Edmundo is the newest 393 officer and was elected to fill a brand new seat. He started in March, right when COVID hit, after spending 32 years in the field as a plumber, fitter, foreman, and GF. Born and raised in San Jose, he is a single dad, has two dogs, and was on the Local 393 softball team when we won the state championship in the 90s.

“With COVID, everything is upside down,” said Edmundo. “But when we go back to work, I’ll to use my years of field experience to help members transition and make sure the contractors are compliant with new safety protocols. Temperature checks, masks, and gloves will likely be part of the deal. With social distancing, we need to be creative, since so much of our work is done in teams. I look forward with optimism and feel confident in the construction economy: the work is there.”

David Cruz: Residential Coordinator

David was brought on last summer to help bring in more residential signatory contractors and recruit new members. He has a storied history. He played sports and almost played pro football, but then fell in love with law enforcement. When he got married, he wanted a better living to support his wife and two stepkids, and switched to plumbing.

“I got recruited into 393 from the nonunion side, but wanted the respect of my peers, so I took every class I could,” said David. “My goal is to better working men and women in residential construction. Before COVID, we had a lot of work and not enough folks to do it. So we’re in the position to do massive organizing. My hope is folks can use this unprecedented time to be closer to your loved ones, your faith, and not to take these moments for granted— but rethink your priorities. I am.”
Dear Local 393 Member,

During this pandemic, members like you may be feeling worried about money, your job, and your future. As your member advocate, I am here for you. Calls have been coming in around the clock, asking, “What do I do for money?” “Should I pull out my investments?” and “How can I apply for unemployment?” I know how scary this time is and how frustrating it can be when the situation is changing on a daily basis. Below are some answers to commonly asked questions.

In solidarity,
Nancy Ferguson, Your 393 Member Advocate

**APPLY FOR UNEMPLOYMENT**
If you are out of work, file for unemployment at www.edd.gov. Be patient! They are processing an unprecedented number of applications during this crisis. After applying, you may be able to apply for 393’s Supplemental Unemployment Benefit. MEST Tradesmen and Construction Tradesmen 1-5 are NOT eligible, because those contracts do not pay into the plan. However, all other classifications are eligible, including residential members who have a different benefit. Given that payments may take several weeks, some members I’ve talked to are taking temporary jobs at businesses that are hiring such as grocers, delivery services, and online warehouses.

**ACCESS ADDITIONAL HEALTHPLAN RESOURCES**
- PPO Anthem Blue Cross plans: Co-pays for all tele-appointments temporarily waived. Go to www.livehealthonline.com or call 888-LIVEHEALTH or 888-548-3432. Their 24-7 nurse advice line is 800-700-9184.
- Kaiser: There are tele-appointments or the 24-7 nurse advice line: 866-454-8855.

**MANAGE YOUR FINANCES & MENTAL HEALTH AROUND $$$**
Many folks are asking whether they should withdraw their investments. Over history, our plans have been very stable. If you take your money out now, know that the stock market is very low. Keeping it there may allow your investments to recover. Some of our partners are offering free webinars on how to manage your personal finances and mental health during this time. Rena-fi is offering a series, Survive, Thrive & Learn During Quarantine. Go to to www.rena-fi.com. Our credit union, Commonwealth, offers financial education at www.wealthcu.org under resources.

**CONTACT ME FOR HELP**
I want to be there to comfort our members, direct you to the correct resources, find answers, and if I don’t know, something, I can help you research it. I know how frustrating it can be to not talk to someone, so I will do my best to answer everyone. Please contact me at: 408-464-3738 or 393@memberadvocate.org.
Local 393 held our 2020 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.
Plumbers, Pipefitters & HVAC/R Service Technicians
Building it right the first time for over 115 years.

OFFICERS & STAFF
Steve Flores
Business Manager and Financial Secretary-Treasurer
Eric Mussynski
Assistant Business Manager
Al Gonzalez
Business Representative
Conrad Pierce
Business Representative
Scott Reese
Business Representative
Edmundo Escarcega
Business Representative
Juan Gutierrez
Organizer
David Cruz
Residential Coordinator
Nancy Ferguson
Member Advocate
Jean Cohen
Political & Communications Director

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OUT OF WORK LIST
Members can sign out of work by leaving a message on the Emergency Out-Of-Work line (408-755-5627). Please speak clearly and leave the following information:
- First and last name
- The last four digits of your social security number
- Specify the list pertaining to your craft