

UA Local 393 News | Fall 2020

PIPELINES TO POWER

Unity to Advance Good Jobs



THIS ISSUE: Members Cindy Ho & Matt Talbot | Mental Health Resources | Training Center Update



AMANDA BORJA & MIGUEL GONZALEZ

Local 393 Apprentices

at Bay View, Google's new headquarters

COVID-19 PANDEMIC RESPONSE

Because of COVID-19 and mandated public health regulations, 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.

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

Union/CSF Meetings During COVID

Union meetings have been cancelled until further notice. Campaign for a Secure Future will meet via Zoom on Sept. 2nd, Oct. 7th, and Dec. 2nd at 4:30 for our political & community program. (No Nov. meeting) To join, email RSVP@Local393.org, and we'll 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

Holiday Calendar	September 2020							October 2020						
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4	5					1	2	3
	6	7	8	9	10	11	12	4	5	6	7	8	9	10
	13	14	15	16	17	18	19	11	12	13	14	15	16	17
	20	21	22	23	24	25	26	18	19	20	21	22	23	24
	27	28	29	30				25	26	27	28	29	30	31
	November 2020							December 2020						
	S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6	7			1	2	3	4	5
	8	9	10	11	12	13	14	6	7	8	9	10	11	12
	15	16	17	18	19	20	21	13	14	15	16	17	18	19
	22	23	24	25	26	27	28	20	21	22	23	24	25	26
	29	30						27	28	29	30	31		

GUEST LEADERSHIP COLUMN

The United Association supports Local 393 and encourages our investments in organizing and our Campaign for a Secure Future. We have strong representation from our International Representative, Derrick Kualapai, from UA Local 342, who represents California and Hawaii. He advocates for us at the regional, state, and federal level, fighting to protect our work and gain market share. We are pleased to share a message from Brother Kualapai.

Dear UA Local 393 Members:

Our piping industry in California remains strong despite the current nationwide COVID-19 outbreak. It is important to note that though we have 37,800 members in the state, **we never surpassed the 10% unemployment mark.** With only 23 reported COVID cases among our ranks to date, I am pleased to report no deaths have occurred.

What does the future of the pipe trades look like in California, then? I can confidently tell you it looks very bright. Being classified as essential workers has certainly been a plus for our trade. However, we must continue to be diligent to ensure that our members are safe on job sites. **We are looking forward to continued prosperity despite this global pandemic.**

One of the UA's biggest areas to expand our work is on the residential side. For over a year and a half, I have been negotiating a statewide residential agreement for all California UA locals (26 total). These negotiations involve the UA, the State Building and Construction Trades Council, the non-union developer groups, and the governor's office. The plan is to fulfill Governor Newsom's mandate of three million new residential dwellings by first working towards a price point that is palatable for all, and second, working with the legislature to deliver a bill which gives California Environmental Quality Act relief (CEQA) to developers. Senate Bill 995, introduced by Toni Atkins, will be that bill.

SB 995 is an extension of AB 900, which gave CEQA relief to developers who have built five new stadiums in California in recent years. This new bill will serve as a blueprint for housing development, but with a twist.



If a developer wants to take advantage of SB 995, then they must use a skilled and trained workforce. **Hence, their contractors and entire workforce must become signatory and join the union!**

Currently we control 10% of the residential market share statewide. **What is most significant about this agreement and this bill is that we have the potential of delivering 100%.** The UA does not have 100% market share in any sector of our trade. I want to make California's residential market share the first to be 100%, and 393 members will be a part of that.

Fraternally,

Derrick Kualapai
UA International Representative
California & Hawaii

393 MEMBER TRUC CINDY HO

A Late Start in Life & Not Wasting Any Time

Some might say Local 393 first year apprentice Cindy Ho is a wonder woman. In addition to holding down her full-time job and education, she is one of 393's community service leaders while raising six kids on her own. But as Cindy puts it, "I got a late start in life, and now I need to catch up."

Cindy used to have a substance abuse problem, and she credits her sobriety, the grace of God, and Local 393 for changing her life. "I used to be on drugs and was homeless," said Cindy. "But I got into Alcoholics Anonymous (AA) and Narcotics Anonymous (NA), and something finally clicked when I found my higher power.

"Slowly but surely, I got my GED in my thirties and then was introduced to the trades as part of the Trades Orientation Program (TOP). Originally I was going to be a carpenter, but then the plumbers union opened up, and I grabbed the opportunity.

"I'm a pipefitter now, and I love it. I love working with the tools and always measure twice, cut once. When the pipes line up, and everything is in sync, it's pretty. Without us, there'd be no clean water, so I feel like we are very important.

"Being in the union, there's so much support. I want to do whatever I can to give back. I am committed to doing community service because I was able to change my life around because of all the support I got. And if there weren't those volunteers, I wouldn't have made it.

"One of my favorite volunteer activities is the food drive at Sacred Heart. I used to be one of those people who would get food there, and now I can turn around and give back.

"Another memorable volunteer day was after the Gilroy mass shooting. A sister of one of 393's apprentices and her husband were shot and injured. We cleaned up the yard, replumbed the house, and just helped in any way we could.

"I was at that Gilroy event with all of my kids and family, but we left an hour before the shooting. So I really felt for the victims as it could have been us. So it really touched me to help the victims."

Cindy knew she had really come full circle in life when she volunteered with Habitat for Humanity to build tiny homes for the homeless.



Left: Cindy working as an apprentice pipefitter at the Los Gatos Community Center job site
Right: Cindy and other 393 volunteers helping victims of the Gilroy mass shooting

IN RECOVERY & FINDING PURPOSE

Coming Full Circle: Formerly Homeless Building Homes for the Homeless

“As someone who was once homeless, I know the feeling of not having a safe place. I think that’s what we all want being born into life: to be safe and belong. There’s so many people who don’t have that. When I was building those little houses, I just kept thinking that someone is going to be warm, sheltered, and safe. And even if it is just temporary, it’s still a home.

“When you volunteer, you get more than you give. You get a sense of belonging, and it gives life meaning. You can just put in a few hours and know you’ve really helped someone. It feels good that I’m doing something nice and not selfish.

“I went through life thinking only about myself and was stuck in my addiction. To be able to recover, be sober, and do all the things I do today is amazing. I can take care of my kids emotionally and financially. I pay my bills. Most people hate bills, but for me, I literally wait for them to come so I can pay them off right away. That’s a new thing.”

Cindy’s six kids range from age two to 17. Four of them live with her. They all work together as a family to take care of each other. Cindy always

makes time to eat dinner together every night. In fact, eating is their favorite family activity.

“We’ll be having dinner, and we spend half the time talking about what we’re going to eat the next day,” laughed Cindy. “Sunday is always family day, so I’ll either grill something or order special take out.”

At the end of the day, Cindy goes to bed early bone tired and filled with gratitude. “I am so blessed with a good job and family. Life is really good, and none of it would be possible without God.

“When I think about my kids’ future, there’s a family joke that I want all of them in the union: one can be a plumber, one an electrician, one a carpenter, and the youngest can be a cashier and hold all the money. The truth is, I just want them to be happy in whatever they do, but I know what the union can be for people.

“Being a part of Local 393 has helped me change my life: it’s given me a sense of purpose and made me feel good about myself - something I never had. I want to thank my union brothers and sisters for accepting me.”



**Left: Cindy volunteering to build tiny homes for the homeless with Habitat for Humanity
Right: Cindy with four of her six kids**

393 MEMBER MATT TALBOTT

Stuntman in Hollywood & on the Job

Matt Talbott is currently finishing up his third year as a 393 apprentice. He's working at the Google HQ Bay View site, and is often found 150 feet in the air, doing installations on the building's signature roof. The high lift is nothing new for our members, and there's always a little bit of stuntman magic that goes into many of our jobs. Matt also recently worked as an *actual* stuntman on a big production Hollywood film.

Before plumbing, Matt worked as a commercial diver, and getting in the water is one of his passions. He and a friend are pioneers in alpine free diving, a new sport in which they hike up above 10,000 feet with all their equipment and dive into lakes no one has dived in before.

Matt's diving buddy is also a stunt equipment operator and heard a call for a tall stuntman who could hold their breath underwater for long periods of time. At 6'5", Matt fit the bill, and before he knew it, he was on the set of a major action film with a celebrity ensemble cast.

"My role was an unconscious character, getting dragged around underwater, holding my breath for two minutes," said Matt. "It's had to be perfect, no excuses, as no one wants to reshoot a scene because the stuntman missed a cue. You have to be the rock. Plumbing is similar in that you have to do it right, and with tools in hand, you can make things happen. You go to work, lay that 10 feet of pipe beautifully, and you go home, job well done. And it stays at work."

"Though there's lots of romance about Hollywood, most people lose their passion because you might only work a few weeks a year. I'm sticking with plumbing, knowing I can work 50 weeks of the year. But more importantly, a construction site is a laboratory of human experience. It's inclusive, and there's a wide diversity of people and points of view. No one cares about your background or your politics. You just need to do an honest days work, and you're in with a shake of the hand."



Top: Matt on the high lift at the Google HQ Bay View site

Middle: Matt alpine free diving in the California Sierras

Right: Matt & his Hollywood stunt crew holding the 393 banner (he's sworn to secrecy about the movie)



NOVEMBER 3RD ELECTION HUB

To limit COVID exposure from in-person voting, Governor Newsom issued an executive order allowing all registered voters to vote by mail. All REGISTERED voters will be mailed a vote-by-mail ballot automatically.

Voter Registration

- Ensure you are registered at voterstatus.sos.ca.gov
- Register through 10/19/20 at registertovote.ca.gov
- Register between 10/20/20-11/03/20 at www.sos.ca.gov/elections/voter-registration/same-day-reg

Ways to Vote: In Person or By Mail Ballot

- In person on November 3rd at your local polling place
- Early in person at your county election office
- Via USPS mail with a postmark on or before November 3rd
- At a county ballot drop box or county election office by 8pm 11/3/20
- Drop off your ballot at your polling place prior to 8pm 11/3/20
- Find your polling place, election office, or drop box at www.sos.ca.gov/elections/polling-place

Key Dates

- 10/5/20-10/10/20: Vote-by-mail ballots mailed out
- 10/19/20: Regular voter registration deadline
- 10/20/20-11/03/20: Same-day voter registration
- 11/3/20: ELECTION DAY: vote in person or drop ballots off by 8pm

Key Links

- CA election/vote info hub: www.sos.ca.gov/elections
- Check your voter registration: voterstatus.sos.ca.gov
- Register: www.sos.ca.gov/elections/voter-registration
- Find your polling place, election office, or drop box: www.sos.ca.gov/elections/polling-place
- Track your ballot (pre-election): california.ballottrax.net/voter
- Check status of ballot (post vote): voterstatus.sos.ca.gov

Join Us for 393's Political Program: Campaign for a Secure Future

We are now in the sprint to the November 3rd election. COVID has delayed our normal campaign activities, so it's critical for all 393 members to get involved to ensure our voices are heard in the community. Together, let's elect leaders who care about working families!

Virtual Phone Banking: Join 393 & MEPS from the comfort & safety of your own home!
Every Thursday night, starting Sept. 10th from 5-8:30pm

Social Distance Literature Drops: Sept 19th & Oct. 10th @ 9am | 2302 Zanker Road in San Jose

Email RSVP@Local393.org to sign up or get more information

TRAINING CENTER UPDATE

Modernizing During COVID

COVID-19 has changed our industry and our lives forever. We are all adjusting to “the new normal” and the loss and limitations on our day-to-day lives. For the Local 393 Training Center, we are not only weathering the storm, but taking advantage of it. “We are making lemonade out of lemons,” said Brian Murphy, center coordinator. “And out of this terrible situation, we are modernizing our training center years ahead of scheduled plans.

“When the shelter-in-place order hit, the training center closed its doors for about two weeks,” Brian recalled. “But we quickly came to the realization that this wasn’t going to be a few weeks, but a few months, or even a year. So we suspended our semester and went into high gear to transition our entire curriculum to an online learning environment.

“Given the time and money involved in this undertaking, we wanted to do it right - 393-style - so that we could use it beyond the pandemic. It’s an opportunity to move toward a future of hybrid learning that is partially in person and partially online. This will create flexibility, more in-depth education, and provide apprentices with the technical tools they need right off the bat.

Laptops for All Apprentices

While the training center was closed, Brian and the staff flew into action to create the very best online apprenticeship program in very little time. They purchased 500 laptops so each apprentice and instructor has their own, with backups to spare



Above: Brian Murphy, Training Center Coordinator. Below left: apprentice laptops in the process of being loaded with software

in case one breaks down. Because of the local’s relationship with Dell, we secured a great deal, and because of our partnership with Foothill College, we got Canvas, the online training software, for free. All laptops were then loaded with Microsoft Office, Zoom, and Bluebeam Revu – the field design software.

“We spent the whole summer getting the laptops set up with software, training the instructors in Canvas, and developing all the online courses,” said Brian. “We are reopening in August with a staggered start, prioritizing apprentices who were supposed to graduate this year. Lectures will all be online, and labs will be in person per County guidelines with social distancing, masks, and temperature taking.”

Reinforcing One’s Education

Brian continued to discuss some of the advantages of modernization. “The benefit of online lectures and demos is that they are all housed in Canvas. Students can attend, and when they go home to do their homework, they can go back and refresh, review, and reinforce what

BENEFITS OF ONLINE LEARNING

they've learned. Assignments and tests will be done electronically and graded automatically. That creates less burden for instructors, and gives them more time to develop their courses and give students personalized attention. It also creates greater flexibility for the student to work on their own time, especially when most apprentices are juggling work, family, and other responsibilities."

Learning Technology of Our Trade

Working on the computer, apprentices also reap the benefits of learning the technical tools of our craft. "Having their own laptops, apprentices learn computer skills and get lots of exposure to different software," said Brian. "They get more comfortable with the technology that they need in the field anyway, like Bluebeam Revu, the design tool we use in the field. It's no longer separate, but integrated into the coursework."

Strengthening Community

According to Brian, nothing replaces hands-on labs and seeing your peers face-to-face, but Canvas allows for the building of community. "One of the best things about this online tool is that it provides an opportunity to create an apprentice community, engage with other classmates, and

have access to instructors. There are a tools like "discussions" where the instructor or a student could create a topic, folks can weigh in, and the instructor can facilitate. There's also a chat app where everyone in a class can just have conversation to create that brotherhood and sisterhood of our union."

A Cutting-Edge Future

Though COVID has really disrupted our lives, and we mostly feel the setbacks and losses, Brian and the training center staff have seen opportunity. "I've always wanted to integrate more technology and have more online classes," said Brian. "That was going to take me years to do and get everyone on board and secure the resources. But because of the pandemic, we had to do it, so it was a blessing in disguise.

"Over the next two years, it's really going to develop and take off as we hone the program. It's been very rewarding to work at the training center with the staff and instructors. Everyone pitched in and stepped up. This was a mountain, and it's bringing a mountain of change. I'm so proud that of our union and that our brothers and sisters have adapted and risen to the challenge."



Training center apprentice classes using Santa Clara County's guidelines with social distancing, masks, and temperature-taking before entering the building

NANCY'S CORNER

MEMBER ADVOCATE RESOURCES

Dear Local 393 Member,

For those of you who don't know me, I was a plumber in the field for 31 years before turning in my toolbelt for a desk job. As your member advocate, I am here to connect you to resources through your 393 benefits.

These are hard times, and all of us are feeling the weight of the COVID crisis. You may be worried about money, the future, or even getting through the day. **You are not alone!**

A lot of members are feeling isolated and depressed, and feel that the world is deteriorating. Folks are sadder than they've ever been. In normal times, they can be around other people. But being out of work, not having money to pay the bills, and locked in our houses has pushed some folks to the edge. **With 393, help is available for members!**



Nancy Ferguson: Our 393 Member Advocate
"Contact me at 393@memberadvocate.org or 408-464-3738. I am here to assist members: help you navigate benefits, direct you to resources, and find answers. If I don't know something, I will help you research it." – Nancy

The good news is that 393 has resources as part of your benefits. Many folks have never sought treatment for mental health or chemical dependency, but a lot of members are reaching out for help. As your advocate, **I'm here to point you in the right direction to get the services you need.**

In addition to resources we have as part of our benefits, we have each other. As brothers and sisters in a union, this is a good time to reach out to your buddies and check in on them. The same camaraderie we have on the job carries over into life, and **I know that we'll get through this crisis together.**

In solidarity,

Nancy Ferguson,
Your 393 Member Advocate

P.S. In addition to health care; mental health; and drug, alcohol, and tobacco cessation programs, I can help you with retirement planning/savings and other financial programs; supplemental unemployment; and short and long-term disability. If you have a random question about benefits, free free to contact me.

Learn About Your Benefits @ www.ualocal393benefits.org

ACCESS HEALTHCARE OR HELP FOR MENTAL HEALTH/SUBSTANCE ABUSE

For info about health plans, call 393's benefits administrator, Benesys: 408-588-3751



PPO Anthem Blue Cross (Physical & Mental Health)

Live Health Online & tele-appointment co-pays waived in the CA state of emergency

- Book an appointment: www.livehealthonline.com or 888-548-3432
- Find a doctor/provider: www.anthem.com/find-care
- Access the 24-7 nurse advice line: 866-670-1565

Kaiser (Physical & Mental Health)

- Healthcare tele-appointments through 24-7 nurse advice line: 866-454-8855
- Mental health info & appointments: bit.ly/kaisermentalhealth or 866-454-8855/800-390-3503
- Free myStrength and Calm apps for self-care: kp.org/selfcareapps
- Find a specific doctor/provider: my.kp.org/ualocal393

Free COVID-19 Test: Outside your health plan: bit.ly/FreeCOVIDTesting

Free 24-Hour Mental Health Support

- Suicide and Crisis Hotline: 855-278-4204
- National Alliance on Mental Illness: www.namiantaclar.org or 800-704-0900

Chemical Dependency/Substance Abuse

- Free support: Alcoholics Anonymous—www.aa.org & Narcotics Anonymous—www.na.org
- Beat It! (building trades classification only): 800-828-3939 or www.beatiteap.com

OBTAIN UNEMPLOYMENT

- If you are out of work, file for CA state unemployment at www.edd.gov
- After you receive CA unemployment, you can apply for 393's supplemental unemployment at bit.ly/393supplementalbenefits. Many members are eligible, including residential members with different benefits. MEST & Construction Tradesmen 1-5 are ineligible, as those contracts do not pay into this benefit.
- If you applied to EDD and haven't received payment, you can still apply for 393 supplemental benefits when those back payments are received.
- For proof of state benefits, see the instructional video at bit.ly/uionlinevideo (in multiple languages).
- Additional EDD resources on credit relief/counseling, low-cost auto insurance, food assistance, medical care, housing assistance, etc. available at bit.ly/eddadditionalresources.



MANAGE YOUR FINANCES

Some of our partners are offering free webinars on how to manage your personal finances and mental health during this time.

- Rena-fi series, "Survive, Thrive & Learn During Quarantine"@ at www.rena-fi.com
- Our credit union, Commonwealth, offers financial education at www.wealthcu.org under resources.





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Member Advocate
- Jean Cohen
Political & Communications Director

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

★★★ **VOTER HUB THIS ISSUE** ★★★

MAKE YOUR VOICE HEARD!

Join 393's political program to elect labor-friendly leaders who care about working families.

RSVP@Local393.org to sign up or get more information

VOTER REGISTRATION & ELECTION KEY DATES

- Ensure you are registered at voterstatus.sos.ca.gov
- 10/5/20-10/10/20: Vote-by-mail ballots mailed out
- Register through 10/19/20 at registertovote.ca.gov
- Same-day registration from 10/20/20-11/03/20 at www.sos.ca.gov/elections/voter-registration/same-day-reg
- 11/3/20: Election Day: vote in person or drop ballots off by 8pm



FROM THE VAULT

← →

Email your guesses with the year, location & why we are taking action to info@Local393.org

