

INFORMATIONAL MEETING MINUTES

December 09, 2020

I. Call to Order:

Brother Greg Gonzales called the meeting to order via ZOOM Platform at 5:33PM at the UA Local 393 Union Hall, 6150 Cottle Road, San Jose, CA 95123.

- A. Pledge of Allegiance
- B. One minute of Silence for our Deceased Members.

II. Roll Call:

President Greg Gonzales announced that the Officer Roll Call is being performed via ZOOM Platform identification.

III. Finance Committee Report:

- A. President Greg Gonzales informed the membership that the Finance Committee Reports for the periods of October 01, 2020 through October 31, 2020 were approved by the Executive Board at the meeting of December 02, 2020.

B. Donation Requests:

President Greg Gonzales informed the membership that Donation Requests For December 2020 were approved by the Executive Board at the meeting of December 02, 2020.

Request from **Hospice of Santa Cruz County** for a donation to their Annual Tree of Lights luminaria. Recommendation made by the Finance Committee for the Local to donate \$500. **Motion made by Margarita Reese to concur with the Finance Committee recommendation. Motion seconded and carried with a 3-0 vote for the Local to donate \$500.**

Request from Local 393 members, Christian Ruiz and Jim Pham for a donation to **Taylor Street Farms (A.k.a. Garden to Table-Silicon Valley)**. Taylor Street Farms is a Non-Profit group operating in downtown San Jose. This group has many facets and does some wonderful work in the community. They operate a one-acre educational farm with only volunteers. Recommendation made by the Finance Committee for the Local to donate \$5000. **Motion made by Margarita Reese to concur with the Finance Committee recommendation. Motion seconded and carried with a 3-0 vote for the Local to donate \$5,000.**

Request from UA Local Union 393 Business Representative, Conrad Pierce, for a donation to **Teen Challenge**. Teen Challenge endeavors to help people who have life-controlling problems become mentally sound, emotionally balanced, socially adjusted, physically well, and spiritually alive. Recommendation made by the Finance Committee for the Local to donate \$500. **Motion made by Margarita Reese to concur with the Finance Committee recommendation. Motion seconded and carried with a 3-0 vote for the Local to donate \$500.**

Request from **Recovery Café** for an additional donation. Recovery Café is a healing community for those traumatized by homelessness and mental health challenges. Recommendation made by the Finance Committee for the Local to donate \$2000. **Motion made by Margarita Reese to concur with the Finance Committee recommendation. Motion seconded and carried with a 3-0 vote for the Local to donate \$2,000.**

Request from San Jose City Councilmember, Magdalena Carrasco, for a donation to **Fiesta Navidena** at Emma Prusch Park on Saturday, December 5, 2020 to distribute Christmas trees to local families. Recommendation made by the Finance Committee for the Local to donate \$2000. **Motion made by Margarita Reese to concur with the Finance Committee recommendation. Motion seconded and carried with a 3-0 vote for the Local to donate \$2,000.**

Request from the **Silicon Valley MEPS** for a donation to their Issues PAC fund for December at the budgeted \$1,041 per month. Recommendation made by the Finance Committee for the Local to donate \$1,041. **Motion made by Margarita Reese to concur with the Finance Committee recommendation. Motion seconded and carried with a 3-0 vote for the Local to donate \$1,041.**

IV. Approval of Regular Meeting Minutes:

President Greg Gonzales reported to the membership that the approval of the Informational Meeting Minutes dated November 11, 2020 were approved by the Executive Board on December 02, 2020.

V. Executive Board Meeting Minutes:

President Greg Gonzales reported to the membership that the approval of the Executive Board Minutes dated November 05, 2020 were approved by the Executive Board on December 02, 2020.

VI. Initiation(s): The following listed member/s if present will be administered the Pledge of Obligation (Oath).

President Greg Gonzales informed the membership that the "Pledge of Obligation" administered to new members will resume when in-person meetings are held again.

VII. Report of Officers:

A. Steve Flores, Business Manager

Welcome Brothers and Sisters. Thank you for attending this month's Informational Membership Meeting via Zoom Platform.

Union Meeting Topics

- January 2021 Union Meeting
- 2021 State Pipe Trades Convention
- 2021 UA Convention

January 2021 Union Meeting

Because there is no end in sight to the COVID-19 Pandemic, which prevents Local Unions from having in-person monthly union meetings, the UA has approved voting during the Zoom Union Meetings.

Also, we will be implementing some membership interaction during the January 2021 Union Meeting.

Starting January 2021, the Executive Board will no longer approve the Finance Committee Report, the Donation Requests, the Regular Meeting Minutes and the Executive Board Meeting Minutes.

These will now be approved by the membership during the January 2021 Union Meeting using the Polling application in Zoom.

Starting January 2021, the membership will be allowed to comment at times during the meeting similar to an in-person union meeting.

Comments will be limited to the subject at hand and allowed only at times when input from the membership is typically allowed.

The membership will need to use the blue “raise hand” icon when requesting to speak.

All the blue raised hands will be cleared before and after the subject at hand.

2021 State Pipe Trades Convention

The 100th Convention of the California State Pipe Trades Council will convene on Thursday, May 13, 2021.

This will be a 100% Virtual Meeting.

Nomination Forms and Affidavits will be available on our website at the beginning of January.

The Affidavits must be turned in with the Nomination Form to be considered.

The Nomination Forms and Affidavits will be accepted starting January 10th, 2021 and only via email. election@local393.org

A Special Called Virtual Election will be held towards the end of January.

Complete instructions for this process will be posted on our website in the beginning of January.

2021 UA Convention

The 40th Convention of the United Association will convene on Monday, August 23, 2021.

The UA has decided on three possible formats:

- A fully in-person Convention at the San Diego Convention Center.
- A Convention in which locals are permitted to send a certain number of delegates to participate in the Convention in-person while all other delegates participate virtually.
- A fully virtual Convention.
- Nomination Forms and Affidavits will be available on our website in the beginning of January.
- The Affidavits must be turned in with the Nomination Form to be considered.
- The Nomination Forms and Affidavits will be accepted starting January 10, 2021 and only via email. election@local393.org
- A Special Called Virtual Election will be held towards the end of January.
- Complete instructions for this process will be posted on our website in the beginning of January.

Thank you. This concludes my report.

B. Eric Mussynski, Assistant Business Manager

Merry Christmas Brothers and Sisters. Say Goodbye to 2020 and HELLO to hopefully a better 2021.

Happy Birthday to our Senior Business Agent, Al Gonzalez.



Tonight my report will be on the following topics:

1. Quarterly Pension Trust Meeting
2. HVAC Service Negotiations
3. Dropping Contract Knowledge
4. Dropping Contract Knowledge Modules

Quarterly Pension Trust Meeting

Reminder on	\$ 6500 catch up contributions
401k Limits	2021 Limits will be the same as 2020
\$19,500 under age 50	
\$26,000 age 50 and over	

Fun Facts:

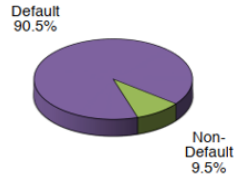
The average age for the 1,993 participants who have worked within the last 12 months is 44.1 years of age.

Total contribution hours reported for hours worked through September of 2020 are 14.1% lower than contribution hours reported for the same period in 2019

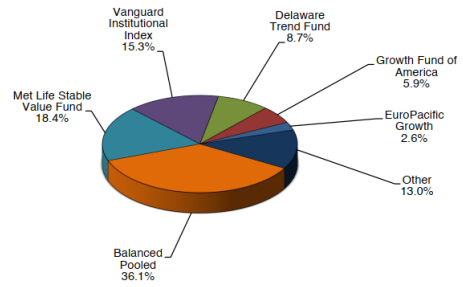
Members who do not make an election are defaulted to the Balanced Pooled Fund. 331 members have elected to invest in funds other than the Balanced Pooled Fund.

Overall, 90.5% of contributions were invested into the Balanced Pooled Fund for contributing members in 2020 year to date.

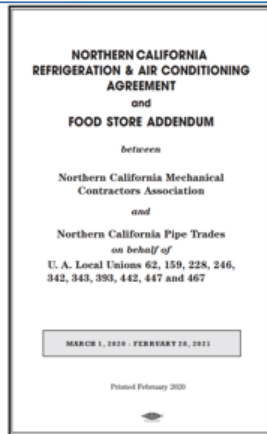
Default* Vs. Non-Default



Non-Default Fund Allocation

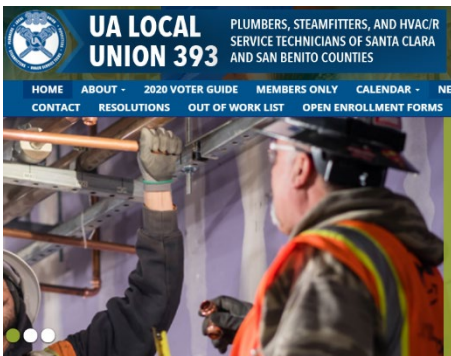


HVAC Service Negotiations



MARCH 1, 2020 - FEBRUARY 28, 2021

The Nor Cal Agreement was renegotiated for a 1-year period and will expire the end of this coming February 2021. I will be having a meeting via Zoom, to discuss with the HVAC Service Techs what their top 3 issues and concerns are with the current contract.



The 393 home webpage has the info for the registration link.



HVAC Nor Cal Service Negotiation Meeting

We will be meeting **Tuesday, December 15, at 5pm** via Zoom to discuss the upcoming HVAC service agreement.

This meeting is for all HVAC service technicians.

Please have at least 3 items you would like to discuss pertaining to the agreement.

[Register for the meeting here](#)

[View the current agreement here.](#)

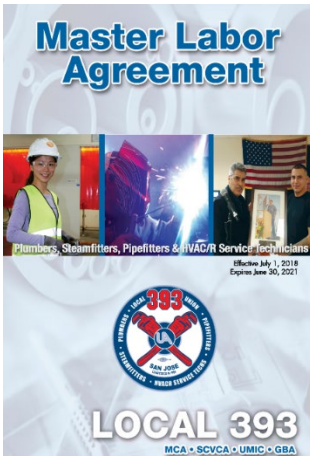
HVAC Nor Cal Service Negotiation Meeting

We will be meeting Tuesday, December 15, at 5pm via Zoom to discuss the upcoming HVAC service agreement. This meeting is for all HVAC service technicians. Please have at least 3 items you would like to discuss pertaining to the



Once you click the link, there is the registration link as well as a link to the current agreement in .pdf format.

Please register and review the current agreement before the meeting. Feel free to share the registration link with other 393 members



Contract Knowledge

Now onto “Dropping Contract Knowledge”

The goal here is to inform members of the correct language AND intent of our Agreements, so workplace conditions are not broken down.

Tonight will be about Layoffs under Paragraphs 15 of the Master Labor Agreement. There has been too many unjust layoff's from the contractors. I want to review what the language states that the contractors signed

15. LAYOFF:

A. In the event of a layoff due to a reduction in force, Class C, Class D, Class E and Class F employees shall be the first laid off, then Class B employees shall be next laid off, and then the Class A employees shall be laid off. **Note:** Apprentices shall be considered a Class A employee for purposes of layoff.

C. Whenever a Class A List employee is laid off for a normal reduction of force, the employee must, within two (2) working days, sign in on the appropriate Out-of-Work List. If the Union is aware of a Class B, Class C, Class D, Class E or Class F employee still working for said Contractor, the Union has ten (10) days from the date of layoff to file a complaint with the Joint Conference Board.

If the Contractor is found in violation of this provision of the Agreement and the Class A List employee has not returned to work for another Contractor at the time of the determination of the violation, the Joint Conference Board may require the Contractor to re-employ the Class A List employee who was laid off.

15. LAYOFF:

B. A Contractor may not layoff a Class A employee while employing Class B, Class C, Class D, Class E or Class F employees, if the Class A employee is capable of performing the work that a Class B, Class C, Class D, Class E or Class F employee has been performing.

If it is found that a Class B, Class C, Class D, Class E or Class F employee remained employed at the time of the layoff of the Class A List employee and was doing work that the Class A employee was capable of doing, the Contractor shall compensate said employee for all lost wages and fringe benefits, up to a maximum of four (4) days' pay.

D. Class B employees shall have the same rights to return to work and to compensation as provided for Class A employees, if a Class C, Class D, Class E or Class F employee is still employed and performing the work that a Class B employee was capable of doing at the time of the layoff.

E. The Joint Conference Board shall only have jurisdiction to hear complaints under this Paragraph if (1) the Class A or Class B employee signs the Out-of-Work List within two (2) working days of the layoff and (2) the Union files a complaint with the Joint Conference Board within ten (10) days of the layoff.

15. LAYOFF:

G. Upon termination, all employers shall provide employees with a termination slip stating the reason for the separation of employment on a form provided by UA Local Union 393.

15. LAYOFF:
F. Seniority for layoff shall be Company wide, not by job.



Remember the goal, is if the membership is informed and educated about the contracts and agreements then we as Local 393 together can *police* it, and we the business agents can *enforce* it, and not let conditions continue to *get broken down* on the jobsite.

Contract Knowledge Modules

What is this all about? The stucture will be:

- Pick a topic from the MLA
- Q & A Format about the topic
- Q & A Related to the MLA

And It will be fully interactive with membership.

Why?

All members are informed correctly on the language of the Contract. Conditions are not broken down.

When? **The 3rd Wednesday of January
January 20th 2021 @ 5:00pm**

Hopefully, if this is productive for the membership, the goal would be to do this on a quarterly basis.

How and Where? Contract Knowledge Modules will be held via Zoom.

Who? All members are welcome.

Watch for the registration link on ualocal393.org

Thank you. This concludes my report.

C. Al Gonzalez, Business Representative

UA Local 393 Joint Hiring Hall Dispatch Report:

We've had a total of **90 Dispatches**
From Nov. 12, 2020, to Dec. 09, 2020
17 dispatching days.
Averaging 5.3 Dispatches per day

Dispatch Types

- |
- 48 – List Hires
- 03 – Steamfitter Name Hires
- 10 – Plumber Name Hires
- 01 – Foreman Name Hire
- 03 – Return to immediate Previous employer

Dispatch by Book

- 10 – A Fitters
- 24 – A Plumbers
- 06 – A Refrigeration Service Techs
- 04 – A Welders
- 04 – B Plumbers
- 00 – Refrigeration Service Tech

Dispatch by Book

- 02 – Refrigeration Tradesman
- 02 – C Fitters (contractor reps)
- 01 – C Plumber – Med-Gas Plumber
- 02 – C Welders

Total

- 50 A List Steamfitters with 45 available**
- 88 A List Plumbers with 73 available**
- 37 A List Refer / Service Tech with 20 available**
- 02 A List Welders with 4 available**

Dispatch Types

- 02 - Called Other Locals – 2 welders
- 02 - Contractor Reps
- 03 – Construction Tradesman Name Hires
- 07 – Residential Plumber Name Hires
- 10 – Service Refrigeration Tech Name Hires
- 01 – Service Plumber Name Hire

Dispatch by Book

- 05 – Fitter Apprentices
- 09 – Plumber Apprentices
- 01 – Plumbing Service
- 06 – Residential Journeyman
- 01 – Residential Apprentice Plumber
- 04 – Construction Tradesman
- 01 – Refrigeration Tradesman

Out of Work List

as of December 9, 2020

**Total 419 members On The Out Of Work List
With 363 Available**

Total

- 05 Steamfitter Apprentices 06 available**
- 08 Plumber Apprentices 07 available**
- 02 Refrigeration Fitter Apprentices 02 available**
- 06 Residential Apprentices with 06 available**

Total

- 07 B List Steamfitters with 6 available
- 29 B List Plumbers with 23 available
- 11 B List HVACR Service Tech. with 9 available
- 01 B List Welders with 01 available

Total

- 18 A Construction Tradesman 17 available
- 16 B Construction Tradesman 16 available
- 12 Refrigeration Tradesman 11 available
- 09 Service Plumbers 8 available



Thank you. This concludes my report for tonight.

D. Conrad Pierce, Business Representative

This is a brief summary of my activities for the month of December 2020:

Numerous jobsite visits

Contractor jobsite covid check points at Therma, ACCO and Southland

Two JCB Investigations in process

Wrongful terminations and Right to refusal

Steward appointments and reappointments

Visits to jobs, distributing covid masks

UA Local 393 Christmas Tree

Working with Business Representative Scott Reese on the PLA for the Ice Rink.

Thank you. This concludes my report. Stay safe and remember when you go home to your family and loved ones, keep them safe too. Lastly, thank you for your patience during these unfamiliar times.

E. Scott Reese, Business Representative

Good Evening Local 393 Membership.

JATC Update:

COVID-19 protocols continue to be observed at the Training Center as we navigate the pandemic to deliver apprenticeship instruction via Zoom meeting and Canvas Learning Management Software. Some hands-on courses are taking place at the Training Center.

Applications for apprenticeship will be accepted online in March. Entrance exams will occur over several weeks starting in April.

Journeylevel Training has resumed, and the schedule will be sent to the members in January and posted on the Training Center website.

Journey workers may contact the Training Center to schedule med-gas brazing, welding and other recertification's as needed.

Classes will be starting for our 90 new apprentices in February.



Tonight's Meeting Topics:

- Steward Classes
- New Permit Procedure
- New Program
- Investigations
- Working Partnerships USA
- County Voting
- The Holiday

Steward Classes

Last month I spoke about getting the steward class going again. Since that meeting, I have taken on additional projects, so I will be stepping away and Business Representative Conrad Pierce will take over with the steward classes.

A point of information for the Stewards that are already in the field; if you have job site problems, please contact the Business Representative that appointed you to your steward position.

We are all here to help, but that particular Business Representative will be your first point of contact. If you cannot contact that Business Representative, then by all means, reach out to another Business Representative to help get your investigation, grievance, or maybe just a general question answered and then we will work with your "said" Business Representative to get the ball rolling and a proper hand off.

New Permit Procedure

We are also trying out a new procedure with issuing Permits.

Permits are not a problem to issue. The problem is when we have an issue with no permit. Our new procedure is a little rough around the edges right now, but we will get this dialed in.

Please remember, this is the responsibility of the Contractor. So if you are a Foreperson or General Foreperson, remember this is your responsibility to have these and have them posted.

If you have made a request and not received your permits, double check on your requests. If you have a designated Business Representative that you send these to, that is ok, but we are trying to have permit request's sent to the dispatch email.

The dispatch email is used to request manpower and permits only. Please do not send anything other than these two to this email address. dispatch@local393.org

New Program

Another new program is what Eric was talking about in his report earlier about a zoom class that will concentrate on MLA issues in a more in depth format; in the likes of the General Foreman class training style. I am very excited and looking forward to this opportunity to participate in this project.

Investigations

I wanted to let you know that I am currently working on a couple of different investigations at this time. I'm hoping that possible work that could have been awarded to Local 393, may still be able to be salvaged.

I still have a lot of work to do on these investigations and when everything is said and done, I can share this information with you but as of now, I cannot divulge any of that at this time.

Because these are a couple of sites that I have not previously visited, I am working with the General Contractors to tune up the lax behavior of not following the Covid procedures recommended by Santa Clara County. With that being said, I am getting calls from members about everything Covid. Just to clear things up, I am not the end-all-be-all of Covid knowledge.

The rumors going around is that I was appointed to be that person. This is not true. The other rumor is that I was appointed to check on jobsite protocol. Again, this is also not true. I have been focused on jobsite protocol for a while now, because when I found out that the membership was going back to work, that I would stand with you on the jobsite with you and do what I could within my power to try and keep you as safe as possible.

As far as everything else Covid related, you all know as much as me how confusing and fast passed this information comes through, and changes at the drop of a hat. Please bear with us as we navigate this as well.

Working Partnerships USA

Working Partnerships USA is hiring for a new TOP (Trades Orientation Program) Coordinator position. Please help us spread the word to any promising candidates!

They are looking for someone with experience in coordinating, running programs, highly detail-oriented, and with a strong commitment to worker and community organizing, economic justice, and social justice movements. More specifics are in the job description.

Applicants should first read the job description, then send cover letter and resume to jobs@wpusa.org If you would like a copy of this job announcement, email me at Scott@local393.org

County Voting on a new Contract

Literally, today I drove around to several locations around Santa Clara County to collect the votes for all branches of the Building Trades in regards to the proposed contract from the County of Santa Clara.



I was checking off members that were eligible to vote and securing a lock box from a safe distance for the county worker's to cast their ballots.

I later took these ballots to the Labor Temple where they were counted.

Upcoming Holiday

To my UA Local 393 family, I want to wish all of you Happy Holiday's. Have a Merry Christmas and a safe and healthy New Year. This year has been a humiliating kick in the crotch for a good portion of our 393 family. This year of Covid, job shutdowns, no in-person school, and this time of year...holiday stress and for some...depression.

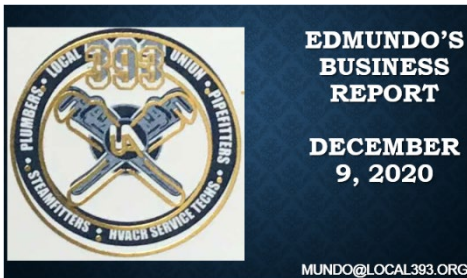
If you, or someone you know, is struggling, please reach out and talk with someone. I am putting a couple of numbers up if anyone is not comfortable speaking with someone they know, maybe it would be easier to speak with someone they don't know over the phone without being worried about judgement or shame. Like I said, WE are a family and we need to take care of each other. We will get out of these dark days.

Thank you everyone. This concludes my report. Stay safe and cheers to a better New Year.

F. Edmundo "Mundo" Escarcega, Business Representative

Good Evening Brother and Sisters.

Considering the crazy times that we're all living through, I hope you're all doing well.



My first and last slide show my email address for anyone who wants to reach me.



In this past month, I've been to jobsites to appoint Job Stewards.

My first visit was to the EQUINIX DATA CENTER in South San Jose. There's lots of pipe going up now. Things are moving and we have a growing number of members working there. So, we now have a steward there.



Second, was the SAN JOSE UNIFIED SCHOOL DISTRICT. We needed a new job steward out there, because the last steward decided he had done the job long enough. So, we set up another member to take on the role.

I want to mention to members who are currently job stewards, and those who have been job stewards in the past...it's not always a fun job, but it is an important job. We need members that step up to take on this role. Here's a thank-you to all who have stepped up.



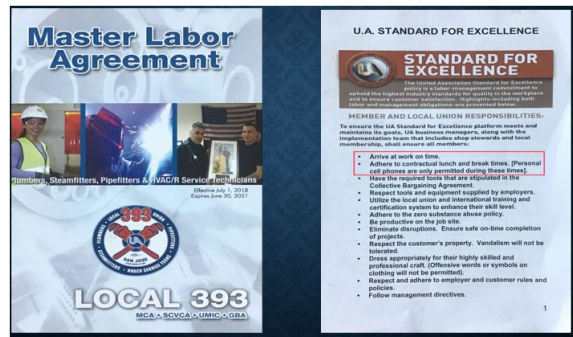
On November 17, I attended the Milpitas City Council Zoom Meeting where I was prepared to speak in support of a Community Workforce Agreement. This is an agreement designated to create a path for graduates of a trade's orientation program known as "T.O.P" for contractors working in Milpitas and with construction apprenticeship programs like ours.

Unfortunately, the Community Workforce item wasn't addressed before the midnight deadline, so it'll be addressed at a future Council Meeting.



In last month's report, I talked about our members wearing masks on job sites as required by both the County Health Department and by Contractor Safety Protocols. I haven't heard of any new issues since last month, and from what I've seen, our people have been good about wearing masks. Good job on that! Let's keep it up as we do our part to help keep construction open while many other industries are shut down again. Hopefully, we can avoid any future shutdown orders from coming our way.

In the spirit of the "Contract Knowledge" that Eric drops for us, I'm going to drop a "Standard For Excellence" reminder. Our MLA states on the first page, first bullet point, in one line ... "ARRIVE AT WORK ON TIME." I know this is easy and a no brainer for most and that's great. But, sometimes, it's not easy for others.



Let's encourage those who struggle that we're all part of this team. It matters that we're on time.

It matters that we are present, and it matters that we're focused on our work. This is how our crews can be most effective in getting the jobs done safely and efficiently. We are the best at what we do, but we can always work to try and step it up.

Lets keep in mind while we're all working through this once in a lifetime event, a pandemic that's not just making people sick, but it's also putting a whole lot of strain on our economy. All while we head into a contract year in 2021, I'd say it's always a good time to value our jobs. But right now, more than ever, it's a real good time for us to show who we are, and it's a real good time for us to shine.



I had the privilege of helping decorate our UA Local 393 Christmas Tree at San Jose Christmas in the Park this year. If you're thinking about visiting, it's a nice drive-thru light show near Happy Hallow Zoo for \$20.00 per vehicle. I'd say it's the best San Jose Christmas in the Park exhibition that I've seen. I recommend it.



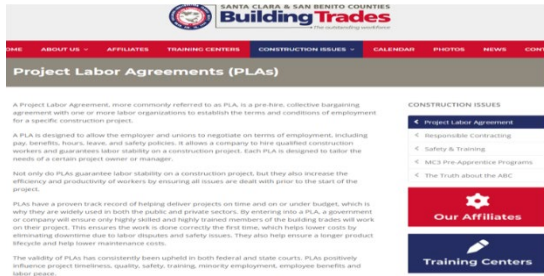
I wish everyone Happy Holidays. Let's enjoy whatever good fortune and blessings we have. Then we can turn the page on 2020.

Let's be positive and look forward to a better year ahead in 2021.

Stay safe everyone. Happy New Year.

G. Juan Gutierrez, Organizer

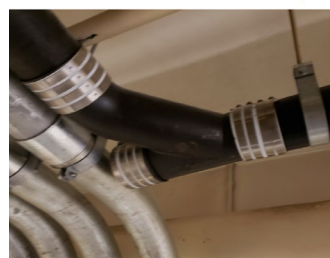
Hello Ladies and Gentlemen



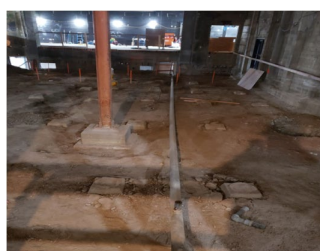
My report is going to be on job walks at PLA's. We have been able to regain a bit of our Market Share through PLA's.

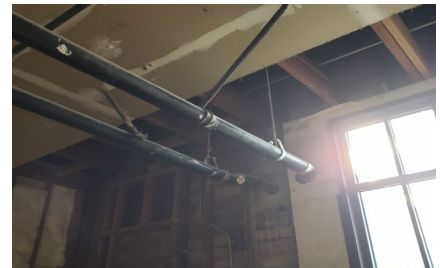
Some of our Contractors have been taking advantage of us getting PLA's and are reclaiming our work. Here are some pictures of some job walks where we have PLA's. These first pictures are of what not to do.

These are pictures of wrong installation of some Waste Lines. We know who is doing this work, and are trying to reclaim it!!



These other pictures of our Signatory Contractor doing work at some of these High Schools captured through PLA's.





I have also been attending The Northern California Organizers Meeting. We are having a changing of the Guards (International Reps.) At the moment, No new News. But I am sure that The UA has a lot of ideas for the Coming Year!!!

I would like to wish everyone safe and Happy Holidays!!! Thank you. This concludes my report.

VIII. Health and Welfare Committee Report:

A. Nancy Ferguson, Member Advocate Report

- ▶ 2020 Almost Over!
- ▶ Avoid The 1099!
- ▶ STD or SUB?
- ▶ Retirement Planning Classes 2021

2020 Almost Over

Did you add \$1.00 or \$2.00 to your 401K?

Just \$2.00 per hour and 20 Years will get you ...

Monthly Deposit Savings Calculator w/Compounding Comparison			
This calculator will help you to determine the future value of a monthly investment at various compounding intervals.			
To calculate the future value of a monthly investment, enter the beginning balance, the monthly dollar amount you plan to deposit, the interest rate you expect to earn, and the number of years you expect to continue making monthly deposits, then click the "Compute" button.			
Enter the initial investment (optional):		<input type="text" value="0"/>	
Enter the monthly addition/deposit:		<input type="text" value="320"/>	
Enter the annual interest rate:		<input type="text" value="0"/>	
Enter the number of years:		<input type="text" value="20"/>	
		<input type="button" value="Compute"/>	<input type="button" value="Reset"/>
Compound Interval	Deposit Amount	Future Value	Total Interest
Daily	<input type="text" value="\$320.00"/>	<input type="text" value="\$148,466.53"/>	<input type="text" value="\$71,666.53"/>
Monthly	<input type="text" value="\$320.00"/>	<input type="text" value="\$147,853.09"/>	<input type="text" value="\$71,053.09"/>
Quarterly	<input type="text" value="\$960.00"/>	<input type="text" value="\$146,607.42"/>	<input type="text" value="\$69,802.42"/>
Annual	<input type="text" value="\$3,840.00"/>	<input type="text" value="\$141,256.67"/>	<input type="text" value="\$64,456.67"/>

A good recipe for a good retirement is “add a few dollars, season with time and serve yourself a hearty, happy retirement.”

Go to the Local 393 website www.ualocal393.org

Complete an enrollment form for your Defined Contribution (401K)

Mail to: UA Local 393 C/O Minnie Garza 6150 Cottle Road San Jose, CA 95123

Let’s Talk. Know your Benefits

Your Extended Reserve Account:

You get to this money through your “Benny Card” or sending a Reimbursement Application. Currently there are 356 receipt requests for over \$600. There are 780 receipts for under \$600. That means many Local 393 families will be receiving 1099 Forms in January 2021.

All unresolved receipt requests will be considered a non-eligible use of your Extended Reserve Account Funds. Avoid the 1099. Please respond to receipt requests from our Administrator.

If you need help resolving a problem with your Benny Card, please contact me so you can avoid paying taxes your legitimate medical or dental expenses. Save your receipts. Not all changes are “recognized” by the WEX System. To comply with IRS requirements, you and I must provide receipts if requested. (even Business Managers have to turn in receipts)

What does the receipt need to show?

- The Date of Service
- The Name of the Provider, Doctor or Lab
- The Full Charge \$\$\$
- A Description of the Service or Product you Purchased

What happens if you don’t?

- You Will Be Mailed a 1099 Form
- You Will Have To Pay Income Taxes
- On The “Unverified Amount”

Where do Local 393 Members send their receipts?

- Email Receipts to:
- receipts@ualocal393benefits.org
- By Postal Mail:
- UA Local 393 Benefit Funds, 700 Tower Drive, Suite 300, Troy, MI 48098
- PLEASE KEEP A COPY
- If you would like me to follow your case until it is resolved, CC me at 393@memberadvocate.org

What if Local 393 Members don’t have a receipt/s? What else can be done to avoid receiving a 1099 Form? Answer: You can reimburse the Health Care Trust Fund.

Write a check and pay back the Plan.

- Address Check To:
- “UA Local 393 Health and Welfare Plan”
- In memo line write “Benny Card Reimbursement”
- PLEASE KEEP A COPY
- Mail to:
- UA Local 393 Benefit Funds
700 Tower Drive, Suite 300
Troy, MI 48098



Get a box and keep your receipts in one place.

The Extended reserve Account is a valuable and rare benefit created exclusively for Local 393 Members and our families. Fund your account to get the most benefit.

COVID-19

- If You Have Been Exposed To Covid-19
- Sent Home From Work Because You Were Exposed
- You Can:

Apply For State Disability (SDI) https://www.edd.ca.gov/Disability/Disability_Insurance.htm

Ask Your Doctor to Test You for Covid-19

Or Find the Nearest Free Testing Site near You

<https://www.sccgov.org/sites/covid19/Pages/covid19-testing.aspx>

Apply for Local 393’s Short Term Disability Benefit

2021 Retirement Planning Seminar

One day only!

- Saturday, February 20, 2021
- Attend Zoom Retirement Planning and Managing Your Investments
- With Frank Austin, Local 393 Pension Trustee
- BeneSys Administrators
- Don Grijalva and Norman James
- Kaufmann & Goble

Disclaimer: This presentation has not been read, vetted or approved by our Lawyers or the Board of Trustee’s.

Trust but verify your individual benefits. Do your own research ... its fascinating!

Please know... Monday through Friday from 8 am to 5 pm, I am available to answer your questions via email, text or phone. (408) 464-3738. Currently I am working from my home office.

Email: 393@memberadvocate.org

Thank you Brothers and Sisters. This concludes my report for tonight.

IX. Correspondence and Resolutions *read by Recording Secretary*

Thank you card received from Pattie Cortese for the Locals generous contribution and support to her reelection campaign to East Side Union High School Board.

Thank you letter received from Parisi House On the Hill for the Locals contribution supporting first program of its kind in Santa Clara County that provides professional counseling, parenting coaching and practical strategies for staying healthy on a path to a stable and drug free future.

Letter received from Loaves and Fishes expressing gratitude to the Locals generous donation and continuous support.

Letter received from Shop with a Cop Silicon Valley thanking the Local for supporting their annual Heroes and Helpers Holiday shopping spree aiding children during this COVID-19 Pandemic.

Thank you letter received from Sacred Heart Community Service in appreciation for the Locals continued generosity, aiding their goal to ensure that every child and adult is free from poverty.

Thank you letter received from Family Support Housing for the Locals recent charitable contribution.

Thank you letter received from Martha's Kitchen for the Locals contribution and support during this stressful time.

Letter in appreciation received from Rosie the Riveter Trust for the Locals support and generosity.

X. CITATIONS

None

XI. Good & Welfare:

President Greg Gonzales explained to the members that there will be no "Good and Welfare" tonight.

XII. Unfinished Business:

President Greg Gonzales explained to the members that there will be no "Unfinished Business" tonight.

XIII. New Business:

President Greg Gonzales explained to the members that there will be no "New Business" tonight.

XIV. Committee Reports:

President Greg Gonzales explained to the members that there will be no "Committee Reports" tonight.

Building Trades

South Bay Labor Council

Pension

Negotiating Committee:

XV. No Jacket Drawing held tonight

XVI. Adjournment:

There being no further business, motion made by President Gonzales for the meeting to adjourn. Motion seconded and carried.

The meeting adjourned at 6:38 PM

Respectfully submitted,

Ed Nichols
Recording Secretary

EN/mg/opeiu29/afl-cio