

REGULAR MEETING MINUTES

Via Zoom Platform

January 13, 2021

I. Call to Order:

Brother Greg Gonzales called the meeting to order at 5:33PM via Zoom Platform for UA Local 393, located at 6150 Cottle Rd., San Jose, CA 95123

A. Pledge of Allegiance

B. One minute of Silence for our Deceased Members and memorial mention of our recently departed members.

James E. Fischer D/O/D 12/11/2020
Life Member
Initiated 11/14/1973

Fred Hirsch D/O/D 12/15/2020
Life Member
Initiated 06/16/1953

Ed Reda D/O/D 12/15/2020
Life Member
Initiated 03/13/1957

Raymond Tirri D/O/D 10/27/2020
Life Member
Initiated 09/10/1969

II. Roll Call:

All Officers and Committee Members present, except for the following:

Pater A. Gonzalez	Eric Comstock	Navin Sahn	Dan Bousfield
Richard Doherty	Eric Wariner	David Budd	Lisa Long

A. Mike Filiau

III. Finance Committee Report:

A. The Finance Report for the period of November 01, 2020 through November 30, 2020 was available for the perusal of the membership. Motion made, seconded and carried to approve the Finance Report as printed and posted.

Brother Scott Estep asked if the Union Business Office could add the previous year's finance's to the report for comparison. Business Manager Steve Flores replied "yes."

B. Donation Requests:

Request from our UA International Representative, Derrick Kualapai, for a donation to the **Torlakson Whole Child Institute**. This one of a kind program focuses on preparing middle school students by giving them a “toolbox” based on common language and behaviors, particularly for these kids, their parents and teachers to use. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$2,500.**

Request from Local 393 members, Enrique Ortega, Chris Wagner, Kevin Davis & Stephen Gifford for a donation to the **Friends of the Santa Teresa Library**. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$1,000.**

Request from the **American Civil Liberties Union** for a donation. The ACLU has worked to defend and preserve the individual rights and liberties guaranteed by the Constitution and laws of the United States. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$500.**

Request from the **Alzheimer’s Association** for a donation to the Northern California and Northern Nevada Chapter. The Alzheimer’s Association works on a global, national and local level to provide care and support for all those affected by Alzheimer’s and other dementias. Donations made before January 15, 2021 will be matched. 60% of the funds stay locally to support local programs and research. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$750.**

Request from the **Labor Archives & Research Center** for a donation support their organization effort to keep alive labor’s heritage. The Labor Archives & Research Center is working to make more of their collection available online. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$500.**

Request from UA Local 777 Business Manager, Michael Rosario, for a donation to the **Local 777 Memorial Fund** to support Brother Joseph O'Donnell who was killed in a steam explosion at the Veterans Hospital in West Haven, CT on November 13, 2020. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$1,000.**

Request from UA Local 467 Business Manager, Mark Burri, for a donation to support **Charles Stone for San Mateo County Supervisor in 2022**. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$1,000.**

Request for a donation to support the **Re-election of Tony Thurmond for Superintendent of Public Instruction**. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$5,000.**

IV. Approval of Regular Meeting Minutes:

Motion made, seconded and carried, to approve the Regular Meeting Minutes dated December 09, 2020 as printed and posted.

V. Executive Board Meeting Minutes:

Motion made, seconded and carried, to approve the Executive Board Meeting Minutes dated January 06, 2021 as printed and posted.

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.

VI. Report of Officers:

A. Steve Flores, Business Manager

UA Local Union 393 Monthly Membership Meeting will Start at 5:30 pm

The Minutes to the December 2020 Union Meeting and the January 2021 Executive Board Meeting are available for review on our website

<https://ualocal393.org/>

Thank You for Attending

Union Meeting Topics for Tonight:

- **2021 State Pipe Trades Convention**
- **2021 UA Convention**

2021 State Pipe Trades Convention

On January 19, 2021 the California State Pipe Trades Council will meet via Zoom with the UA Business Managers of California where they will decide:

- ▶ Whether or not to cancel the meeting
- ▶ Who will attend the if the meeting does take place
- ▶ Content of the meeting

If the 100th Convention of the California State Pipe Trades Council takes place as scheduled:

- ▶ It will convene on Thursday, May 13, 2021.
- ▶ It will be a 100% Virtual Meeting.
- ▶ There will be less content and a smaller number of speakers than normal.
- ▶ There will no voting performed by the Delegates.

The Nomination Forms and Affidavits will be available for download from our website starting January 13, 2021.

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

No member shall be eligible as a Delegate or Alternate unless he/she has been a member in good standing in the Local Union for a period of at least two years immediately prior to the election.

We will be accepting Nominations for Delegates for the 100th Convention of the California State Pipe Trades Council from 8:00 AM on January 14, 2021 through 3:00 PM on February 9, 2021.

Email the form and affidavit to election@local393.org .

A confirmation email will be sent upon receipt of the form and affidavit.

If you do not receive a confirmation email, please call (408) 225-3030 no later than 3:00 PM on February 9, 2021.

The Election Committee will meet via Zoom on February 9, 2021 to certify the affidavits.

We will announce the nominees at the February 10, 2021 Union Membership Meeting.

We will have a Special Election via Zoom for Delegates for the State Pipe Trades Convention on Wednesday, February 17, 2021.

Complete instructions for this process will be e-blasted and posted on our website January 13, 2021.

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

The Nomination Forms and Affidavits will be available for download from our website starting January 13, 2021.

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

No member shall be eligible as a Delegate or Alternate unless he/she has been a member in good standing in the Local Union for a period of at least two years immediately prior to the election.

We will be accepting Nominations for Delegates for the 40th Convention of the United Association from 8:00 AM on January 14, 2021 through 3:00 PM on February 9, 2021.

Email the form and affidavit to election@local393.org .

A confirmation email will be sent upon receipt of the form and affidavit.

If you do not receive a confirmation email, please call (408) 225-3030 no later than 3:00 PM on February 9, 2021.

The Election Committee will meet via Zoom on February 9, 2021 to certify the affidavits.

We will announce the nominees at the February 10, 2021 Union Meeting.

We will have a Special Election via Zoom for Delegates for the UA Convention on Wednesday, February 24, 2021.

Complete instructions for this process will be e-blasted and posted on our website January 13th .

Thank you. This concludes my report.

B. Eric Mussynski, Assistant Business Manager

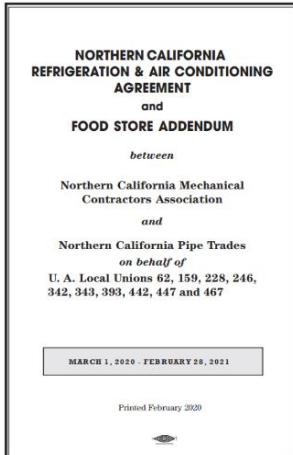


Before I start, just want to wish everyone a Happy New Year!

Tonight, my Report will be on the following topics:

1. HVAC Service Negotiations
2. Dropping Contract Knowledge Modules
3. Retirement Planning Seminar
4. Dropping Contract Knowledge

HVAC Service Negotiations



MARCH 1, 2020 - FEBRUARY 28, 2021

- ✓ The Nor Cal Agreement expires next month on February 28, 2021
- ✓ We were able to come to an Agreement with Management and the other Northern California Locals.

HVAC Service Tradesmen (MEST)
\$1.00/hour to taxable wage
Total now \$22.00/hour

\$0.35/hour to H&W fringe
Total now \$9.00/hour

These all go into effect March 1, 2021. The increase was the same for Local 342; all other Locals in this Agreement had a different increase.

Keep in mind that the rates in this Agreement only affect the HVAC Service Tradesmen and Servicemen. All HVAC Apprentices and journeymen wages come from the MLA Agreement.

HVAC Servicemen (MES)

\$2.00/hour 401a fringe increase

\$0.35/hour to H&W fringe
Total now \$9.00/hour

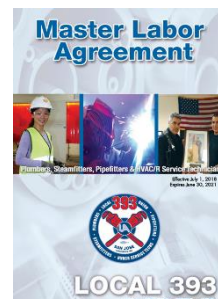
Agreement is from March 01, 2021 until December 31, 2021. This is to realign the Agreement at the end of the year, to give time to negotiate the MLA and the National Agreement, which come up in June and July, respectively.

Contract Knowledge Modules

What is this all about? The structure 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 Will be posted up by the end of the week.

Retirement Planning Seminar

Members and spouses of UA Local 393 are invited to this virtual meeting.

Saturday, February 20, 2021

9:00 am: Retirement Planning Webinar

12:00 pm: Part B - Self-Directed Educational Webinar

This will be a collaboration from Frank Austin, Pension Trustee, BeneSys (TPA – Third Party Administrator), Don Grijalva from Raymond James, Investment Consultant for UA Local Union 393 and Kaufmann and Goble, Actuary for UA Local Union 393, as well as Nancy Ferguson, UA Local Union 393 Advocate and myself.

There will be a link posted on the UA Local 393 website by next week.

Topics to expect:

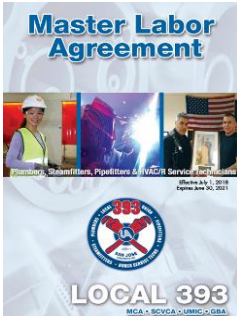
- ✓ How do I request a retirement estimate?
- ✓ Will I be eligible for healthcare?
- ✓ What will my costs be for healthcare?
- ✓ What happens if I want to return to work?

Self-Directed Seminar

Topics to expect:

- ✓ How is this money managed?
- ✓ What are the funds in which I can invest?
- ✓ How often can I reallocate my money?
- ✓ Where do I get started?

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 Employment and Discharge Procedures under Article III of the Master Labor Agreement.

IMPORTANT UPDATES REGARDING COVID-19

In an effort to keep members and contractors as informed as possible, we will continue to post important developments and updates from the Business Manager on the home page. It is important to check this website often.

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:

1. First and last Name
2. The last four digits of your social security number
3. Specify the list pertaining to your craft

I first want to clarify that since there is not a hard copy Out of work List to sign due to COVID.

You need to call this number 408-755-5627. This is the virtual OOWL hotline. Make sure to leave your First and Last Name, Last four numbers of your SSN, and what list you would normally sign. For example, A Fitter, A Plumber or A Welder

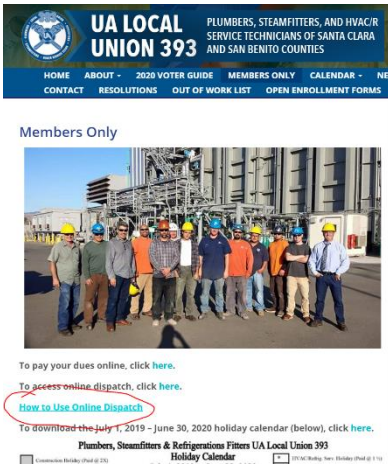
Job Hotline

(408) 754-4875

Online Dispatch

m.gotomyunion.com

- Secondly for those who haven't been on the OOWL for quite some time
- You have two (2) options to gain employment
- One is to call the job hotline
- Two is to log into online dispatch
- Keep in mind if you do not do either one of these you will not be getting a call from the dispatcher and thus will not be gaining employment.



- For those who are not familiar with this process. We have a tutorial posted on the 393 webpage.
- It is under the “members only page”
- Click on “How to use Online Dispatch” and that will open the step-by-step directions on how to bid on the jobs that are available.

Here is a closer look at the tutorial.

This is Step 1 of the 9 Step Process for navigating the process.

Toolbox: How to Use Online Dispatch

UA Local Union 393 has entered the 21st century with a new online dispatch system. We are one of the first UA Locals in the country to use this automated, time-saving process.

Step 1:

To access the Online Dispatch web portal, navigate to the **Members Only** section on our website. Then select shortcut link named: “To access online dispatch click here.”

You can also go to the website directly at <https://m.gotomyunion.com>

(If the page does not load when logging in directly, you may have to clear your browser history.)

Keep in mind if you do not receive an email conformation when bidding always call the Hotline as a backup in order not to be skipped. If you have further questions, feel free to email me.

Paragraph 14 Order of Dispatch

Contractors shall submit job call requests directly to the UA Local Union 393 Joint Hiring Hall and shall specify the particular Craft designation required. The dispatcher shall offer the job starting with the person whose name appears on the top of the Craft Out-of-Work List for the requested Craft in the following List order:

Request for Plumber	Request for Fitter	Request for Welder	Request for Refrig Fitter
A List Plumber	A List Fitter	A List Welder	A List Refrig Fitter
A List Fitter	A List Welder	A List Fitter	A List Fitter
A List Welder	A List Plumber	A List Plumber	A List Welder
A List Refrig Fitter	A List Refrig Fitter	A List Refrig Fitter	A List Plumber
B List Plumber	B List Fitter	B List Welder	B List Refrig Fitter
B List Fitter	B List Welder	B List Fitter	B List Fitter
B List Welder	B List Plumber	B List Plumber	B List Welder
B List Refrig Fitter	B List Refrig Fitter	B List Refrig Fitter	B List Plumber
C List Plumber	C List Fitter	C List Welder	C Refrig Fitter



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!

Thank you. This concludes my report.

C. Al Gonzalez, Business Representative

- **Dispatch Report**
- **Work Assignments**

Dispatch Report

UA Local 393 Joint Hiring Hall Dispatch Report

We had a total of 114 Dispatches
 From December 09, 2020 to January 12, 2021
 21 dispatching days
 Averaging 5.4 Dispatches per day

Based on the current dispatch numbers construction continues to move forward in Santa Clara County.

Contractors hiring last month:

Southland – Equinix, Stack Data Center, China Mobile

Kinetics – Intel

Egan Plumbing – West El Camino, affordable housing units

Silicon Valley Mechanical – Verizon

Ciari – Agnew High School

Pan Pacific – San Jose Regional Hospital

Dispatch by Book

- 11 A Fitters
- 18 A Plumbers
- 05 A Refrigeration Svc Techs
- 02 A Welders
- 01 B Welders

Dispatch By Book

- 01 Fitter Apprentices
- 11 Plumber Apprentices
- 22 Res Jrymn (David Cruz)
- 03 Res Appr Plumbers “ “
- 02 Construction Tradesman
- 01 Refrig Tradesman

Dispatch by Book

- 15 C Fitters
- 12 C Plumbers
- 02 C Welders
- 08 Contractor Reps

Later in my report, I will talk about dispatching Travelers.

Out of Work List
as of December 9, 2020
Total 415 members On The Out Of Work List
With 357 Available

Total

- 47 A List Steamfitters on the list with 42 available
- 81 A List Plumbers on the list with 66 available
- 35 A List Refer/Service Techs on the list with 18 available
- 05 A List Welders on the list with 03 available

Total

- 08 Steamfitter Apprentices on the list with 05 available
- 06 Plumber Apprentices on the list with 03 available
- 03 Refrig Fitter Apprentices on the list with 03 available
- 06 Residential Apprentices on the list with 06 available

Total

- 07 B List Steamfitters on the list with 6 available
- 33 B List Plumbers on the list with 27 available
- 11 B List Service Tech on the list with 9 available
- No B List Welders on the out of work list

Total

- 16 A Const. Tradesman on the list with 15 available
- 18 B Const Tradesman on the list with 17 available
- 11 Refrig Tradesman on the list with 11 available
- 09 Service Plumbers on the list with 8 available

Some may wonder why 29 travelers and 8 Company Reps were dispatched when there's 54 Fitters, 114 Plumbers & 46 Refrigeration Fitters on the out of work list. Most Local 393 members on the out of work list are not available for work, for several reasons:

1. Some have personal reasons
2. Some are on disability
3. Some are out of State
4. Some are waiting to be called back by their previous employer
5. Some are traveling out
6. Some may just be taking time off

When a Contractor puts in a request for manpower, all available commercial journeyman can use the Local 393 online dispatch and we have a responsibility to fill the call in two days per our Hiring Hall Rules:

- A list members first
- B list members, second
- C list (call other locals), third

If you are on the out of work list and you are available for work, call the Dispatch Hotline Number everyday 408-754-4875 – Leave a Message and the Dispatching Agent will call you when work is available.

If you don't know how online dispatch works, let us know and we will send you a tutorial.

I have been the Dispatching Agent for almost 9 straight months. Starting this week, I've been working with Business Representative Edmundo Escarcega on dispatch. He will be the new Dispatching Agent. Once he's completely familiar with dispatch, I will be assigned to other work related responsibilities.

When I'm completely off dispatch, I will be focusing on PLA pre-jobs, accepting UA work assignments and building a spreadsheet to keep track of all PLA projects in our jurisdiction.

I will also continue to represent Local 393 at the Building Trades Council, at the Workforce Development Board and attend more Santa Clara & San Benito County Supervisor and City Council Meetings to stay informed about new construction projects and continue building union density in our Counties.



Thank you. This concludes my report.

D. Conrad Pierce, Business Representative

Tonight my report will be quick and painless. It has been a very busy month.

- ✓ Job site visits
- ✓ Passing out masks and a few Local 393 buckets
- ✓ JCB (Joint Conference Board) Investigations
- ✓ JCB (Joint Conference Board) Hearing
- ✓ Wrongful termination investigations
- ✓ Steward appointments

Answering many questions relating to getting paid if we are sent home for the COVID. The answer to that is call Member Advocate, Nancy Ferguson. She knows everything about it and will be happy to give you that information.

The Steward Class is coming along slowly. I am hoping around the middle to end of next month the steward safety vests will be in and we can have the first meeting.

I have been getting a few calls about coils and the installation of air handlers. If you are on a job and you are not sure about them, please give me a call and I will come out and check them out.

LAST BUT NOT LEAST, Brother Carlos Castro has not been doing so well. I spoke with his Mom and she said if you know Carlos, please try to get a hold of him and give him some cheer up. He could really use some good upbeat conversation.

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



Happy New Year to the membership and 393 staff.

I hope everyone stayed safe and I wish a prosperous and healthy year to all of you and your families.

Tonight's meeting topics:

- County Negotiations
- Waste Water Treatment Plant
- City Wide Contract
- Core Workers
- Respect each other

County Negotiations



County negotiations are still in progress and now our county workers are currently working without an updated contract. The county workers are asking for a wage re-alignment among other requests.

That are constantly being put on the back burner and these negotiations are taking way too long to resolve. At this time, we are awaiting a best-and-final offer from the County. But, as we wait we have decided to employ a fact-finder, so we can prove the discrepancies in the information we have been given by the County and get our members the wage re-alignment that they have waited way too long to receive and what they deserve so they can afford to live in the communities they serve.

The next meeting has been scheduled for early February and the Building Trades Council will continue to challenge the County for our members.



Waste Water Treatment Plant



Waste Water Treatment Plant in San Jose on Los Estero's Road will be starting up again soon with two of our three contractors on site.

One of our Contractor's has been constant with a small crew and our other two Contractors will be ramping up later this month or early February.

The Treatment Plant has massive amounts of work that I believe we will be able to obtain in the future. At this time, non-union contractors are working on site and because these were existing contracts, we are not able to get a foothold on these jobs.

When these past contracts are completed, that will be the time we step in and replace this unskilled labor with competent Local 393 members. I hope that in the not too distant future the entire site can be a Union job site and put a great number of our membership to work.

Core Workers



Currently the San Jose City Wide Contract has been the first step of reclaiming this work but within.

This Contract as of now, the Contractors involved are able to employ up to five (5) employees of their choice.

Meaning, travel hands, but different from Company Reps. They will be referred to as Core Workers. These employees of their choice will still have rules in place:

- A) Appearance on the Contractor/Employer's active payroll for at least the last 90 out of the 120 working days prior to Award of the Construction Contract.
- B) Possession of all licenses and certifications required by applicable State and Federal Law for the Project Work.
- C) Has worked at least two thousand (2,000) hours in the appropriate construction craft during the past two years.

I am letting you all know that this is part of the Agreement when questions arise about travel hands on this project. When these projects really start to ramp up, we will continue to have more travel hands on these projects if our own members do not take these jobs. I have nothing against a travel hand that wants to come into our Local to do work, especially if our own members will not step up to take on these assignments.

Valley Water



Valley Water has current and upcoming projects that we are trying to get a contract together to provide more work for our members.

An example of work that Valley Water has include:

Infrastructure Improvement Projects, Safe and Clean Water Projects, Retrofit Programs at Guadalupe Dam, Calero Dam, and Anderson Dam. These are all projects they are beneficial to Local 393 and a Contract would secure even more work for our membership.

Currently we have issued a counter proposal just before the Holiday's and expect to hear from Valley Water very soon. There is no doubt that they will provide another counter offer as we move closer to an Agreement.

Respect Each Other



I just wanted to say to the membership that all of us need to work together as Local 393 Brothers and Sisters and focus on the goal of not only quality work but also mutual respect for one another.

It shouldn't matter what your political affiliation is or whether you think COVID-19 is fake. This is a real thing and I personally have friends and family that will have long lasting complications due to this virus and a few that have died. Please follow these protocols on your work sites.



I don't want to sound dramatic, if you see something, say something. COVID doesn't go on break when you go on break.



Please RESPECT and PROTECT your fellow Local 393 members. Let's all get through this together. Stay safe, and healthy.

Thank you. This concludes my report.

F. Edmundo Escarcega, Business Representative

Good Evening Brothers and Sisters

Happy New Year. I hope you are all doing ok. First off, a thank you to everyone here at the Union Business Office, and Rudy Carrasco too for the efforts to help me learn this job.

Most recently, to Business Representatives Al Gonzalez and Conrad Pierce for getting me coached up on different parts of the job.

This last month was a good learning month for me. Anyone who wants to reach me can see my email posted on the first slide of my report and the last slide.

Beyond, that, I just have a few items to report this month.

Job Visits

I visited a few jobs and members this last month with Business Representative Conrad Pierce.



I got to see how he dealt with a range of issues that were new to me.

From working out a proper shift schedule with a Contractor, to the preparation of a JCB Investigation and Hearing, to dealing with a disgruntled member.

So, thank you Brother Conrad for getting me some exposure to those things.

Dispatch

I am now being trained to dispatch by Business Representative Al Gonzalez. We're just getting started on that, and so far, so good ...I think. Hopefully, I can relieve Brother Al from what would soon be an entire year of straight dispatching for him. Thank you Brother for coaching me up on so many details of dispatching.

Masks



We're back to getting more and more complaints about our members not wearing masks on job site's. Let's not get complacent. Nothing has been relaxed for us. It is still required by both the County Health Department and by Contractor Safety Protocols that masks be worn and anybody can be terminated for safety violations. So, let's wear the masks and help keep our job site's open.

Scholarship

California State Pipe Trades Scholarship applications are being accepted this month until January 31, 2021. There are no exceptions for any late or incomplete applications. If you plan to apply, keep in mind that January 31st is the deadline.



California State Pipe Trades Council Scholarship Foundation Application

This is a partial scholarship to be applied toward the tuition, books and materials of the student selected to receive it. Scholarships will be awarded based on a point system. All information in this application and other required material will be held in strict confidence.

To apply you must be:

- 1) a high school graduate or the equivalent; OR currently enrolled full-time at a community college, accredited college or accredited university
- 2) enrolled in or accepted by a U.S. community college, or 4-year college or university for the coming academic year for full-time undergraduate study
- 3) the son or daughter of a current UA member (your parent, custodial step-parent, or legal guardian) in good standing and affiliated with the California State Pipe Trades Council. *See pages 1 and 2 for complete rules.*

Applications and additional required material will be accepted November 1, 2020 through January 31, 2021.

Late or incomplete submissions will not be considered. Please type or print in ink.

An official postmark of January 31, 2021 is the last postmark date that will be accepted for any submission.

Please note that we allow five business days to receive mail postmarked January 31, 2021.

Christmas Tree

Last month, I was given the honor of helping decorate our UA Local Union 393 Christmas Tree at Christmas in the Park. And this month, I found out, since I'm the new guy, I had to go and UN-DECORATE our UA Local Union 393 Christmas Tree. So, that's done.



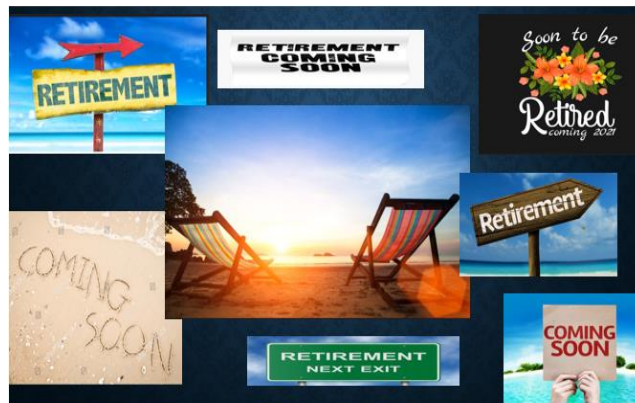
Decorated



Un-Decorated

Retirement

Congratulations Brother Al Gonzalez on announcing your retirement later this year. Well-deserved after 40+ years! I hope the next twelve (12) months don't drag on too slow for you. But, I'm guessing they just might.



Stay safe everyone. Thank you. This concludes my report.

G. Juan Gutierrez, Organizer

Good Evening Brothers and Sisters.

- 1) Northern California Organizers Meetings
- 2) Santa Clara Building Trades Council Pre-Job Virtual Meetings

UA Water Quality Program

January 2020

For More Information
Contact:
WQP Program Manager:
UA International
Representative

KURT STEENHOEK
ksteenhoek@uanet.org



Does the United Association have a position on water quality?

In June of 2018 the UA Water Quality Program Policy Brief was released to offer an overview of water security accompanied by a strategy to use the skillsets of all UA crafts to protect the health of North America.

Which markets are most affected by water quality?

The UA Policy Brief and Pilot Program identified four specific market sectors each facing their own unique challenges:

Municipal – Water suppliers are the companies that provide water for general and domestic use. Suppliers are responsible for all customers in an agreed geographical region and customers are currently unable to switch from one water supplier to another. Your water supplier has a duty to supply you with a continuous supply of water at an adequate pressure for your daily use.

Commercial - Water flow in commercial building pipes is generally slower and dependent on water usage. Minimal or no water usage can affect water quality. AIG Insurance has required their building operators to implement a water management program based on ASHRAE 188.

Healthcare – June 2017, Centers for Medicare and Medicaid Services mandated hospitals, skilled nursing homes, and critical access hospitals comply with ASHRAE 188.

Education – Schools at every level from K-12 to community colleges, and every university all manage piped systems at risk for chemical, bacteria, and metals. All of these institutions have plumbing, mechanical, and fire protection piping and devices that put the occupants and workers at risk.

What is the CMS Mandate?

On June 2, 2017, the Centers for Medicare and Medicaid Services (CMS) released a mandate requiring all certified Medicare and Medicaid facilities to have water management plans that meet ASHRAE 188 industry standards to reduce the risk of Legionella. CMS expects applicable facilities to comply or risk citation for non-compliance with CMS Conditions of Participation.

**HELP
IMPROVE
WATER
QUALITY**



ASSE'S WATER QUALITY PROGRAM CERTIFICATIONS

Certifying contractors and tradespersons to participate on building water management teams and assess water for risks, including Legionella.

CERTIFICATIONS:

- ASSE 12060
Water Quality Program for Employers and Designated Representatives
- ASSE 12061
Water Quality Program for Plumbers
- ASSE 12062
Water Quality Program for Pipefitters and HVAC Technicians
- ASSE 12063
Water Quality Program for Sprinkler Fitters
- ASSE 12080
Legionella Water Safety and Management Specialists

ANSI/ASHRAE Standard 188, *Legionellosis: Risk Management for Building Water Systems*, defines legionellosis risk management requirements for building water systems. ASSE International has developed five professional qualifications standards, ASSE 12060-12063 and 12080, designed to help facility managers comply with the CMS mandate and ASHRAE 188.

ASSE 12060-12063 and 12080 afford a verification and validation path to compliance with standards and guidelines related to cooling towers, water features, potable water systems, fire protection, ice machines, humidifiers, and all piped systems that currently reside in all occupied buildings as well as the knowledge and competency to become a member of a water safety team involved in the development of a risk assessment analysis and a water management and sampling plan for protection from Legionella and other waterborne pathogens.

To learn more about ASSE International and ASSE 12000 certifications, email marianne.waickman@asse-plumbing.org.

Thank you. This concludes my report.

VIII. Health & Welfare Committee Report:

Member Advocate Report – Sister Nancy Ferguson

- Announcements
- Know your Benefits! Decoding your Local 393 Monthly Status report

Announcements

Retirement Planning and Self-Managing your Investments via Zoom
Start: 9AM

Register on Local 393 website: <https://www.ualocal393.org>



Let's Talk! Know your Benefits!

Reading your Monthly Status Report (which looks like this)

EMPLOYER	SERVICE MONTHS	UNPAID EXPENSES	HEALTH & WELFARE	PENSION	DISABILITY	VACATION	HEALTH CARE	UNEMPLOYMENT INSURANCE
U.A. LOCAL 393	10/2014	0.00	150.00	0.00	0.00	0.00	0.00	0.00
U.A. LOCAL 393	10/2014	0.00	150.00	0.00	0.00	0.00	0.00	0.00
U.A. LOCAL 393	09/2014	0.00	150.00	0.00	0.00	0.00	0.00	0.00
TOTAL		0.00	450.00	0.00	0.00	0.00	0.00	0.00

Examples of 3 different Monthly Status Reports

Visual of Concept Of Basic Reserve Account

Visual Of Concept Of Defined Benefit Pension Plan

Visual Of Concept Of Defined Contribution Pension Plan
2 Layers
4 Layers

Visual Of Concept Of Supplemental Unemployment Plan

The examples in this presentation refer to benefits earned under Local 393's Building Trades Wage Classification.

Examples are Commercial Plumbers, Steamfitters and HVAC/Refrigeration.

Residential Plumbers and MEST Tradespeople have different benefits because they work under a different Contract with a different Wage Package.

Please contact myself or David Cruz to verify your individual benefits

Disclaimer: This presentation has not been read, vetted or approved by our Lawyers or the Board of Trustees'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 & Resolutions: *Read by Recording Secretary*

Thank you letter received from Garden to Table for the Locals generous contribution.

Thank you letter received from Second Harvest of Silicon Valley for the Local's continued commitment and support.

Thank you letter received from Teen Challenge in appreciation for the Locals generous contribution.

Thank you letter received from Life Moves for the Locals contribution supporting their COVID-19 Emergency Relief Fund to the homeless community.

Thank you letter received from Hospice of Santa Cruz County for the Locals extraordinary and steadfast support.

Thank you letter received from Recovery Café of San Jose for the Locals generous donation.

Thank you card received from Liza Hirsch Medina, daughter of our late Brother Fred Hirsch for the Locals support that was extended to her, Marcia and family during this difficult time.

IX. Citations:

Charging party, Brother Scott Reese, card number XXX0402, a member of Local 393 filed the following charges against Juan Curiel, card number XXX3151, a member of Local 62 alleging a violation of Local 393 Constitution and Bylaws, Working Contrary to Terms of Collective Bargaining Agreement, Local 393 Working Rules #17, MLA Article III - Employment and Discharge Procedure, including Order of Dispatch and Article VIII – Working Conditions.

The charges were accepted by a majority vote of the Executive Board members of Local Union 393 of the United Association on December 02, 2020 and referred to the Executive Board for trial.

The charges were duly served on Juan Curiel by Certified Return Receipt Mail and U.S. Regular Mail, dated December 21, 2020, at least ten (10) days prior to the trial as provided by Section 200 (c) and (d) of the United Association Constitution.

The hearing of the charges was held before the Local Executive Board via Zoom Platform on the night of January 06, 2021.

Attendance was performed via Zoom Platform identification.

After hearing the opening statements of the charging party, Brother Scott Reese and the accused, Brother Juan Curiel and considering the testimony of Brother Eric Mussynski, Local 393 member XXX2476, witness to the charging party and testimony of Brother Steve Lightner, XXX6076, witness

to the accused, and including other evidence, the Local Executive Board concludes and finds the following facts:

That Brother Juan Curiel was in fact found working in UA Local 393's jurisdiction without a dispatch

The Executive Board concluded by a 3-2 vote that by such conduct, Brother Curiel be found GUILTY for violating Local 393 Constitution and Bylaws, Working Contrary to Terms of Collective Bargaining Agreement.

The Executive Board has further decided that Brother Curiel be assessed a fine of \$500.00 for this offense, which will be held in abeyance until any such time that Brother Curiel may be found guilty of any offense within the jurisdiction of UA Local 393.

The Business Manager is directed to mail a copy of this decision to Juan Curiel after the report is presented at the membership meeting via Zoom Platform on January 13, 2021.

X. Good & Welfare:

Brother Juan Gutierrez suggested that we should get more certified classes at the Training Center to protect our work. Brother Brian Murphy said he has training available.

Member Advocate, Nancy Ferguson said to contact her for a Zoom class coming up if interested in attending.

XI. Unfinished Business:

None

XII. New Business:

Brother Jacob Attanasio asked about any supplement from the Union for COVID Quarantine. Member Advocate, Nancy Ferguson said it is not in our Contract. Disability is your best option.

XIII. Committee Reports:

Joint Apprenticeship Committee *Read by Business Representative, Scott Reese*

Congratulations to the 2021 graduates! COVID-19 moved the finish line on them, but they persevered and have completed their apprenticeship. We wish them good luck in the careers and we hope that they will continue to use the Training Center as a resource for lifelong learning.

COVID-19 protocols continue to be observed at the Training Center as we navigate the pandemic to deliver apprenticeship instruction via Zoom meetings 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 2021. Entrance exams will occur over several weeks starting in April 2021. For more updated information, please refer to the Training Center's website.

Journey level Training has resumed, and the schedule will be sent to the members in late January 2021 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 ninety (90) new apprentices in February 2021.

Building Trades

None

South Bay Labor Council

None

Pension:

None

Negotiating Committee:

None

No Jacket Drawing held tonight

Adjournment:

There being no further business, motion made to adjourn. Motion seconded and carried.

The meeting adjourned at 7:35 PM

Respectfully submitted,

Ed Nichols
Recording Secretary

EN/mg/opeiu29/afl-cio