



REGULAR MEETING MINUTES

Via Zoom Platform

April 14, 2021

I. Call to Order:

Brother Greg Gonzales called the meeting to order at 5:34PM via Zoom Platform for UA Local 393, located at 6150 Cottle Rd., San Jose, CA 95123. For the record: 67 Zoom participants were in attendance.

A. Pledge of Allegiance

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

Alva, Baldomero D/O/D 03/02/2021
Life Member
Initiated 09/08/1952

Barclay, William J. D/O/D 12/21/2020
Life Member
Initiated 08/24/1955

Hendrickson, Robert D/O/D 03/08/2021
Retired Member
Initiated 02/06/1975

Lynch, William D/O/D 12/24/2020
Life Member
Initiated 09/24/1969

II. Roll Call:

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

Peter A. Gonzalez	Eric Comstock	Steve Flores	Jeff Bautista
A.J. Ramirez	Steve McEvoy	Jason Fletcher	Eric Wariner
David Budd	Jean Cohen	A. Mike Filiau	Scott Kirberg
Phil Luna			

III. Finance Committee Report:

A. The Finance Report for the period of February 01, 2021 through February 28, 2021 is available for the perusal of the membership. Motion made, seconded and carried to approve the Finance Report as printed and posted.

B. Donation Requests:

Request for a donation to support the **San José Public Library Foundation**. The San José Public Library Foundation provides learning opportunities in our library branches for children, access to

technology and a vast array of ideas making our children and adults future ready. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$5,000.**

Request from the **Collins Foundation** for a donation to the May Day actions on May 1, 2021 in San Jose. This event supports International Workers Day and the San Jose march organized by local unions and community groups. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$1,000.**

Request from **Worksafe** for a donation to their annual awards ceremony made a grocery celebration that's coming up on May 20th. We're honoring three worker health and safety heroes. Worksafe's mission is to prevent worker illness, injury, and death by bringing justice to the workplace. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$1,000.**

Request from Tony Mirenda, Development Executive at Blach Construction Company, for a donation to the **JW House's** Virtual, Annual Celebration of Hope Breakfast Thursday, April 29th, 2021. JW House welcomes families and individuals from area hospitals into our family for rest and self-care during the day or overnight while their loved one is in the hospital. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$2,500.**

Request from San Jose City Councilmember, Magdalena Carrasco's office, for a donation to the **5th Annual Leadership Event**. The annual Leadership Event is one of their programmatic events that help showcase the hard work and leadership of activists and changemakers within our community, honoring those who help accelerate equity and providence for peoples all across our great city. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$1,000.**

Request from **Oak Grove High School** for a donation to their athletics department to purchase necessary equipment to restore fields and ensure safe playing surfaces. Donation will require that equipment must include 393 marketing on it. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$3,806.79 upon negotiation with the Business Manager to include marketing on the equipment.**

Request from UA Vice President, District 5, Stanley Smith, for a donation to the **Leukemia and Lymphoma Society**. LLS funds lifesaving blood cancer research around the world, provides free information and support services, and is the voice for all blood cancer patients seeking access to quality, affordable, coordinated care. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$1,000.**

Request from UA Local 393 Training Director, Carl Cimino, for a donation to **NOVA**. NOVA provides support and hope to dislocated workers, assist young people with gaining skills to enter the workforce and other employment services. Additionally, they have assisted the building trades in facilitating the Trades Orientation Program (T.O.P) and Trades Introduction Program (T.I.P) re-apprenticeship programs. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$3,000.**

Request from the **South Bay Labor Council** for a donation to their **COPE 2021** fundraiser. Instead of the Bowling for Change event, they will host an online program that will recognize the important work of affiliates and union leadership. The program will include honoring the legacy of UA Local 393 member Fred Hirsch. These funds will support the political work of the Council such as voter education and phone banks, which help elect labor friendly candidates to office. **Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$25,000.**

Request for a donation to the birthday fundraiser to support **Santa Clara County Supervisor, Cindy Chavez. Motion made to concur with the Finance Committee recommendation. Motion seconded and carried for the Local to donate \$1,000.**

IV. Approval of Regular Meeting Minutes:

Motion made, seconded and carried, to approve the Regular Meeting Minutes dated March 10, 2021 as printed and posted.

V. Executive Board Meeting Minutes:

Motion made, seconded and carried, to approve the Executive Board Meeting Minutes dated April 07, 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 *Not in Attendance*

B. Eric Mussynski, Assistant Business Manager

Tonight, my report will be on the following topics:

- **Service Negotiations / Updates**
- **MLA Negotiations**
- **Dropping Contract Knowledge**
- **Mauricio Minute**
- **Reminders / Announcements**

Service Negotiations / Updates



The National Service and Maintenance Agreement expired on July 31, 2020.

However, due to COVID it was determined on a national level that the best course of action was to extend the Agreement in lieu of negotiating until this July 31st of 2021.

1/1/2019

**Schedule A to the
NATIONAL SERVICE AND MAINTENANCE AGREEMENT**

Jurisdiction: Northern California (north of District Council 16)

In accordance with Article XX, Paragraph 72, this schedule is entered into on behalf of the signatories to the current National Service and Maintenance Agreement dated August 1, 2015.

Effective Date: January 1, 2019

In addition, we have a Schedule "A" to the National in this geographic region which is also set to expire.

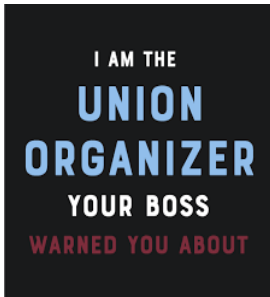
This is what we are currently trying to negotiate.

Two of the main items are adding:

1. Title 24 language, so it is UA work and not Sheet Metals
2. Additional double-time language for overtime after 16 hours.

Currently we are negotiating this with the Contractors and this will be sent to the Joint UA/MSCA Labor Committee for approval. Our next meeting with the Contractors is set for June 10th.

HVAC Service Techs Needed



I have been getting calls from Contractors looking for qualified journeymen. Last month the Refrigeration Exam Board tested four (4) applicants for journeyman status. Unfortunately, only one (1) passed with provisional journeyman status.

If anyone knows of any non-union HVAC Service Techs looking for work or for a better opportunity with benefits and a pension, have them contact our Organizer Juan Gutierrez. Juan@local393.org

HVAC Controls Class

Sunbelt Controls (one of Local 393's signatory contractors) is offering a free online HVAC Controls Class.

This is an introduction into HVAC controls.

They are offering one (1) during the day on May 5th

An evening class on May 12th

There is a link on this flyer

You can also email Brandon Harlan from Sunbelt Controls to register or if you have any question at:

bharlan@sunbeltcontrols.com

Or, email me, Eric@Local393.org and I can send you the flyer.



MLA Negotiations

Master Labor Agreement Negotiations:

This has been taking the bulk of my time, but is well worth it to get meaningful language for Local 393 into the upcoming MLA.

Our current Agreement expires on June 30th of this year.

The Negotiating Committee has met several times internally already.

Now we are ready to start negotiations with the Contractors.

We are seeking clean up language as well as new language to our MLA and of course, a wage increase.

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, I will cover a few paragraphs of our Master Labor Agreement.

First one, is regarding SB95. I have received many calls regarding this Bill.

This is Senate Bill 95 that Governor Gavin Newsom signed the end of March, which went into effect March 29, 2021 that ensures access up to 80 hours of Covid-19 Supplemental Paid Sick Leave for eligible employees.



83. SICK LEAVE WAIVER: Both parties agree that the July 1, 2015 requirements of California Labor Code Sections 245-249 do not apply to the work covered by this Agreement. If a municipality in Santa Clara and San Benito Counties adopts an identical ordinance for sick leave, then said ordinance is waived (i.e. identical accrual rates,etc.).

In our MLA under Paragraph 83 there is a Sick Leave Waiver that excludes the Bill since the Bill is under California Labor Code, Sections 248.2 and 248.3. This legislation will expire on September 30, 2021.

22. RETURN TO IMMEDIATE PREVIOUS EMPLOYER: Class A List Journeypersons and indentured Apprentices may return to work with their immediate previous employer and must have a dispatch from the UA Local Union 393 Joint Hiring Hall issued to them within two (2) days of returning to work, provided that the Journeyperson or indentured Apprentice has not worked more than fifteen (15) days for another employer.

I want to point out this is for A List journeymen and apprentices. This does not apply to B List or to Travelers. This is the closest thing for an apprentice to be name hired.

15 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.

There have been some JCB's and grievances lately. I just want to inform everyone that if you are laid off due to a reduction in force you must do the following in order for the JCB to hear your complaint.

The Contractors are well aware of this rule and are flexing if these provisions are not meet. So, make sure you sign the OOWL within 2 days and you inform the Hall as soon as possible.

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!

Mauricio Minute

At last month's Mauricio Minute, I ended with this slide



For a recap:



Brother Mauricio Velarde, Local 393's Director of Compliance has been working on Habitat for Humanity, which is a Homeless Housing Project in San Jose.

UA Local Union 393 has decided to file legal action on the Project.

1. Wage Theft
2. Cal-OSHA Violations
3. COVID-19 Health Order Violations
4. Un-Registered Contractors
5. Failure to Employ Apprentices
6. Breach of Contract

Wage Theft: Contractors cheated workers out of wages, both straight and overtime.

Cal-OSHA Violations: Dangerous working conditions.

COVID-19 Health Order Violations: Santa Clara County Covid-19 Health Order Violations.

Un-Registered Contractors: Using un-registered Contractors, which is in direct violation of DIR Registration Guidelines.

Failure to Employ Apprentices: Failure to employ local apprentices as mandated by Law on Public Works Jobs.

Breach of Contract: By the City of San Jose, Project Labor Agreement.



The City has fined at least two (2) subcontractors on the project already. In a letter, City Compliance Officer Steven De La O informed Habitat for Humanity that a subcontractor, Beth's Construction, was in violation of State and Local Labor Laws.

Beth's Construction did not hire apprentices, and Habitat for Humanity was fined \$200 by the City for that violation. Habitat for Humanity was also fined \$4,700 after subcontractor Rivera's Fine Flooring failed to hire apprentices, submit a Notice of Public Award and was not properly registered as a Public Works Contractor.

In the midst of all this, UA Local 393 was able to sign a pre-fab modular contractor due to the pressure that was put on by Mauricio. Keep in mind according to our UA International Rep Derrick Kualapai, this is the first pre-fab contractor signed in the State of California.

As always, Mauricio is working diligently on this. Stay tuned for Part III.

Reminders / Announcements

Out of Work Phone Line

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 mentioned this last month, 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, A Welder or A Refrigeration.

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 (408) 754-4875

Two is to log into Online Dispatch m.gotomyunion.com

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.

Thank you. This concludes my report.

Brother Scott Estep mentioned that the Sunbelt Class on Wednesday night conflicts with the HVAC Training nights at the JATC.

Brother Brandon Harlan said he can add another class to accommodate the conflict.

C. Al Gonzalez, Business Representative

- ▶ Permits Issued this Month
- ▶ Meetings and Events for this Month
- ▶ Representing Members via Zoom
- ▶ Job Visits

Permits Issued

According to our Collective Bargaining Agreement, it is the responsibility of the Contractor and Employee to see that Permits are obtained and posted for Overtime, Early Start and when working a 2nd or 3rd Shift.

These past four (4) weeks, seventeen (17) Permits were issued to Contractors for the following Permits:

Ten (10) Early Start Permits
Five (5) Overtime Permits
Two (2) Shift Permit

If you are on a job and they are starting early, working overtime or working a 2nd or 3rd shift, and you don't see any Permits posted, talk to your Foreman or Steward.

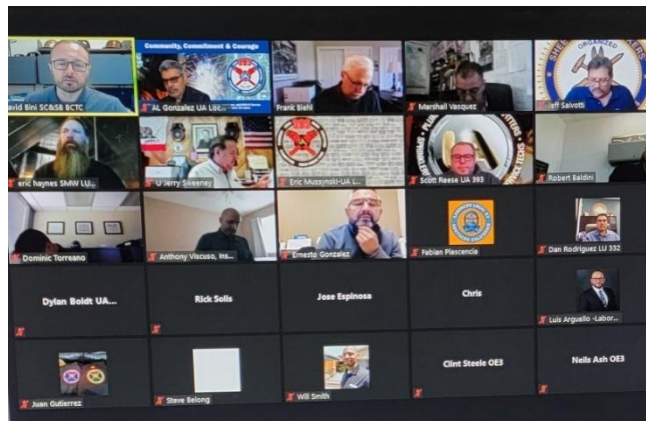
Have them reach out to permits@local393.org and we will get them the proper forms to fill out.

Meetings and Events for this Month

Meetings I attended this month are still via Zoom:

1. Building Trades Council Executive Meeting
2. Building Trades Council Manager / Agent Meeting
3. San Benito County Central Committee Meeting
4. Trades Orientation Program Graduation

Building Trades Council Executive Meeting



San Benito County Central Committee Meeting



This Committee was called to Order on April 1st.

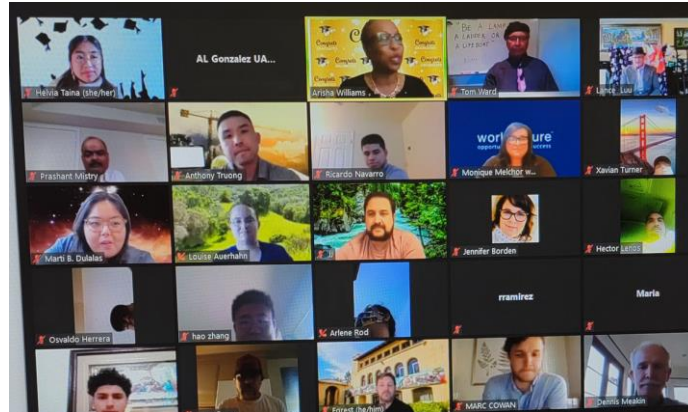
Special Guest was Congressman Jimmy Panetta representing the 20th District in California.

This District includes Monterey and San Benito Counties, most of Santa Cruz County, and portions of Santa Clara County.



I am proud to announce that I was officially appointed by Congressman Panetta to serve as his alternate Ex-Officio Representative to the San Benito County Central Committee.

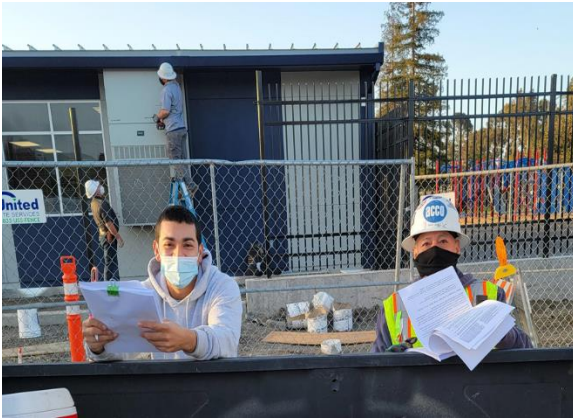
Trades Orientation Program (TOP's)



Representing Members via Zoom



Jobsite Visits



Public Works Project Robert Randall Elementary, Milpitas.

Local 393 Journeyperson Fitter Arny Garza and Local 393 Apprentice Plumber Alan Reyes completing their paperwork to start work.

Thank you. This concludes my report.

D. Conrad Pierce, Business Representative Conrad@Local393.org

This is a brief reoccurring summary of the last two months

1. Job site visits: Stacks, Equinox, San Jose City College, Intel, Silicon Valley Mechanical Shop, Amy's Kitchen, and San Jose Fire and Rescue.
2. Delivering the Yellow Labels for the National Minimum Standard Agreement to Silicon Valley Mechanical, and Murray shops
3. Contractor COVID check at the shops and on the job.
4. No JCB investigations for this month
5. No wrongful terminations for the last two months
6. I had one Steward Appointment in the last two months
7. Members Retiring effective February and March 2021

Amys Kitchen





STACKS JOB



Foreman John Schranz

Members Retiring February 01, 2021

Ernest P. Ciarolla, Plumber

Initiated 06/14/2000

Therma, OC McDonald, Southland Inds., ACCO, JW McClenahan, Lescure, FW Spencer, KDS, F.M. Booth, ICOM, Dinelli Plumbing, Joe Kocher Plumbing

Donald W. Higgins Jr., Steamfitter

Initiated 06/14/1991

Therma, Marelich Mech., KDS, Critchfield, Moncor Plumbing, Hollinger Mech., F & H Construction, Ciari, Frank Plumbing, Air Systems, Kinetics Systems, FW Spencer, Pacific Air Solutions, Harder Mech., AZCO Inc.

Monte Morehead, Steamfitter

Initiated 10/12/1988

Kiewit Infrastructure, Johnson Controls, Therma

Martin Schulter, Pipefitter HVAC

Initiated 10/09/1985

Therma

Kent Wiggins, Plumber

Initiated 04/13/1983

American Fiberglass, Scott Co., Marelich Mech., SMC Inc., Southland Inds., Therma

Members Retiring March 01, 2021

Rob Gilges, Pipefitter HVAC

Initiated 07/12/1989

Environmental Systems, Air Systems, MESA3, Mei Contractors, San Jose Unified School District

Peter A. Gonzalez, Plumber

Initiated 05/12/1982

Hellwig Plumbing, Viper Mech., ICOM Mech., Madlem Mech., DeBella Mech., Kinetic Systems, Air Systems, Tony Lo Plumbing, Critchfield Mech., ACCO, Sachs Electric, Southland Inds., F.W. Spenser, Harris Bay Area.

*Brother Gonzalez has served on multiple seats throughout his continuous membership, whether by appointment or election. In recognition: Local 393 Plumbers Exam Board, Executive Board, Joint Conference Board, Negotiating Committee and as Vice President 2016 thru present.

Kirk Kull, Plumber

Initiated 11/14/1984

W.L. Hickey, Bramhall Mech, Paragon Mech., Amaral Mech., PMI Service Inc., and J. Soares Plumbing Inc.

50 YEAR MEMBERSHIP / LIFE MEMBERS

Keith Layton

Initiated 2/12/1971

Arthur Watkins

Initiated 02/23/1971

- ◇ I really appreciate all your help as well as members that have come down to help us in this time of need. Word is that Tesla will be ramping up in the near future, demanding 3 times the manpower we've dispatched thus far. Samsung is still needing help with their ramp as well.
- ◇ \$31.00 on check, 2.75% work assessment (\$0.85/hour), \$6.82 H&W, \$2.75/hour Nat. Pension, \$4.00/hour local pension, 15% night shift differential **NO PER DIEM AT THIS TIME.**
- ◇ M-F 1.5x after 8, 2x after 10
Saturday, 1.5x first 8 hours, 2x after 8
Sundays and Holidays, 2x

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 Scott@Local393.org

Good Evening Local 393 Members

Tonight's meeting topics:

- Negotiations
- Waste Water Treatment Plant
- Upgrades
- New Political Friends
- Volunteer Hours

Negotiations

UA Local 393 Negotiation Committee has been meeting and I'm positive a report will be available as soon as possible, but because I am not an official part of that Committee I cannot comment on what is happening with that right now.



County Negotiations Update Our County Bargaining Team had arranged a special meeting a few weeks ago with some of the members of San Jose City Council to discuss giving someone authority to make decisions instead of being stonewalled by an inexperienced bargaining team, and it worked. Our bargaining team was being told that the counties bargaining team did not have the authority to make decisions. Pretty strange to us, why waste all this time making proposals with a team that can't make a deal with us. We received a meeting invite the very next day. This morning we met again and looks like we are getting really close to an agreement on a contract. The county workers are still not happy with what has been presented but at least the talks of realignment and retro pay are what we were going for. Now the talks continue on a proper wage raise. We already have a follow up from our proposal tomorrow at 4pm.

As I mentioned last month, I am becoming more familiar with the San Jose Unified School District contract and moving forward, I will be working with Brother Al Gonzalez with those contract negotiations. Recently, I have teamed up with Brother Al and Sister Nancy Ferguson to help with one of our 393 Brother that is currently employed with SJUSD.



As far as other negotiations going on, I was recently requested by the head of the Building Trades, David Bini and our own 393 Attorney to join their team on contract negotiations for a PLA with Valley Water.

You may remember me talking about Valley Water in the past and it looks like we are starting to get some traction on this as well.

Valley Water has money in the billions to spend on infrastructure. I will also keep you posted on this Project Labor Agreement. (pump houses, creeks, dams, valves, etc.)

Waste Water Treatment Plant:

We have three (3) mechanical contractors at this time working at the San Jose Waste Water Treatment Plant. Lescure, Monterey Mechanical and Kiewit.

We also just received a bid from a company named Walsh. Walsh is a non-union company, but they will fall under the San Jose City Wide PLA that we currently have in place.



Walsh will have to be monitored closely because they have often used laborers to do our work of pipe install and welding.

Just like Kiewit they will be denied the use of Rig Welder's on this job site.

Like I said in the past, the Treatment Plant will take a while to fully take over, but it's slowly happening

Underground work 96" and 108" exposed



Apprentice Fitter, Sister Cindy Ho working for Kiewit inside 108" pipe



Brothers Hector Gonzalez and Tracy Place working for Monterey Mechanical

Upgrades

I was recently appointed as Local 393 Delegate to South Bay Labor Council as well as the Committee on Political Education or COPE. I will be stepping into Brother Paul Oller's position and I think we all

know those are some big shoes to fill. I take pride in this appointment and will work just as hard as I do with all the other projects that have been given to me.



Executive Board Upgrades:

We have finally joined up with the rest of the world and now the Executive Board will be using the tablets that have been collecting dust in the back office instead of the huge binders we have been using in the past. These tablets will cut down on paper waste and are uploaded with all the content they will need at their fingertips. We didn't get a practice run with the tablets at our last meeting, but we have a good team put together so we were able to figure it out, and we can make adjustments as needed. Thank you to the Executive Board for their patience. Sister Margarita Reese, Brothers Scott Estep, Jimmy Ramirez, Jeff Bautista, our Vice President Pete Gonzalez and Recording Secretary, Ed Nichols.

New Political Friends

Recently I have been creating a bond with Gilroy Council members Rebeca Armendariz and Zach Hilton. Both labor friendly chairs and a good link to have politically. I will be getting updates on what is happening in the South County area like upcoming water parks and data centers. I will be working with them to help push PLA's in this area.



Volunteer Hours

I will also be working with the Training Center and Council Members as well as reaching out to Jean Cohen at the South Bay Labor Council to grab some more opportunities for our apprentices to get their volunteer hours. As of now, it looks like the apprentice's only option is to donate blood, so we would like to provide other opportunities as they come up. I believe Sister Nancy Ferguson is also working on leads to help this process along, but I will let her talk about that.

Thank you Brothers and Sisters. This concludes my report. No one gets HURT! Everyone, PLEASE Be Safe!

F. Edmundo Escarcega, Business Representative

Good Evening Brothers and Sisters

UA Local 393 Joint Hiring Hall Dispatch Report

From March 10, 2021 to April 14, 2021

We had **90 Dispatches**

25 dispatching days

Averaging 3.6 Dispatches per day (*down from last month months average of 7.2*)

“A” List and “B” List Dispatches

09 – A Fitters (-2)
19 – A Plumbers (-2)
04 – A Refrig Service Techs (+3)
00 – A Welders (-3)
10 – B Plumbers (+3)
00 – B Welder (-1)

“C” List Dispatches

08 – C Fitters (same)
02 – C Plumbers (-3)
00 – C Welders (same)
02 – Contractor Reps (-2)

Apprentice Dispatches

04 – Fitter Apprentices (+2)
06 – Plumber Apprentices (-1)
00 – Refrig Apprentices (same)

Residential and Tradesmen Dispatches

03 – Residential Journeyman (David Cruz)
02 – Residential Apprentice Plumber (David Cruz)
00 – B Construction Tradesman
02 – Refrigeration (MEST) Tradesman

At end of day yesterday, April 13, 2021

We have a total of 434 members

On the Out of Work List

With 381 Available (+37)

“A” List Out of Work Totals

53 A List Steamfitters, 49 Available
85 A List Plumbers, 70 Available
38 A List Refrig Service Techs, 20 Available
07 A List Welders, 05 Available

Bldg Trades Apprentice Out of Work List

06-Steamfitter, Appr, 06 Available
05-Plumber Appr, 05 Available
03-Refrig Fitter Appr, 03 Available

Residential Out of Work List (David Cruz)

09-Res Appr, 09 Available
25-Res Jrnypersons, 25 Available
72-Res Prov Jrnypersons, 72 Available
03-Prov Jrnypersons, 03 Available

“B” List Out of Work Totals

06 Steamfitters, 7 Available
38 Plumbers, 32 Available
11 Refrig Service Techs, 9 Available
00 Welders on the Out of Work List

Tradesperson/Service Plumbers Out of Work List

21 A Const Trades, 20 Available
20 B Const Trades, 19 Available
13 Refrig Service Trades, 13 Available
09 Service Plumbers, 8 Available

Total members “Available” on the Out of Work List

53 Fitters, 85 Plumbers, 38 Refrigeration Fitters
Dispatched: 10 Travelers, 2 Company Rep’s

Local 393 members that want to be called for jobs, need to first call (408) 755-5627 to be placed on the Out of Work List, then go online or call in daily to (408) 754-4875 to be made available in order to be called for available work.

We have a responsibility to fill job calls within two (2) days per the Hiring Hall Rules.

Recently, more members have made themselves available for work. This helps lessen our need to find Travelers.

Available members are called by order of craft as listed in our MLA and by the order of their place on the list. Members need to consider the skill set requested for a particular job so we're able to get the job done.

Stay Covered, Santa Clara County!



Thank you. This concludes my report. Mundo@Local393.org 408 679-8896

G. Juan Gutierrez, Organizer

Good Evening 393 Zoom Member's

I would like to thank all of who are in attendance this evening. I have a few pictures of some work being done on these schools that will be opening soon. These are Public Work jobs. We should be on any of these jobs to ensure that the craft is being paid at Prevailing Wage.

Jobs at the schools and Public Works secure work for our Contractor's and ensures that they are being built with A-skilled and trained workforce.





Below are some more pictures of a building going up in Campbell. I don't know if it is Public Works. I am just showing that we can't get complaisant with the big work in San Jose. We represent the Union of Plumber's/ Pipefitters/ Service Tech's/ through-out Santa Clara and San Benito Counties.

We need our Contractor's to bid on these projects, so that they don't go RAT!! Because we all know that they Cheat!!



Thank you. This concludes my report.

VIII. Health & Welfare Committee Report:

Member Advocate Report – Sister Nancy Ferguson

Kaiser HMO or Anthem Blue Cross PPO. This month Kaiser. Next month Anthem Blue Cross.

Kaiser (To Be or not To Be a Kaiser Member)

Let's talk the reasons many Local 393 families choose Kaiser.

Qualifying for Local 393 Health Care:

Kaiser is now the default Health Care Plan when you first become eligible for Local 393 Health Care. You have 60 days from the effective date of eligibility to switch to Anthem Blue Cross.

At any time of the year, you can change from Kaiser to Anthem Blue Cross or visa-versa. You must wait twelve (12) months from the last time you switched Plans.

Reasons to choose Kaiser

Strong focus on preventive healthcare.

Emphasis on you being an active participant in managing your personal health.

Current Plan has no yearly deductible. All services are provided by Kaiser or their subcontractors for Chiropractic and Acupuncture Care.

Prescription Medications

Filled in-House

Mail order available

\$10 co-pay on 100-day supply of generic drugs

No cost for contraceptives

Traveling and need emergency care?

24/7 away from Home Travel Line 951-268-3900 kp.org/travel

Care while traveling

- If you get hurt or sick while traveling, you're covered for emergency and urgent care anywhere in the world.
- Get urgent care at MinuteClinic in select CVS and Target stores when you're traveling outside a Kaiser Permanente area.
- We can also help you before you leave town by checking to see if you need a vaccination, refilling eligible prescriptions, and more. Just call us or go online:



24/7 Away from Home Travel Line: 951-268-3900*



kp.org/travel



*This number can be dialed inside and outside the United States. Before the phone number, dial "001" for landlines and "+1" for mobile lines if you're outside the United States. Long-distance charges may apply, and we can't accept collect calls. The phone line is closed on major holidays (New Year's Day, Easter, Memorial Day, July Fourth, Labor Day, Thanksgiving, and Christmas). It closes early the day before a holiday at 10 p.m. Pacific time (PT), and it reopens the day after a holiday at 6 a.m. PT.

Expect great care when you're expecting

- A dedicated prenatal care team — Doctors and nurses help keep you and your baby healthy and empower you to make decisions. You can add a midwife to your team, too.
- A personalized birth plan — We'll help you have the safe, positive experience you want, starting with your first appointment.
- Care and support every step of the way — From virtual and in-person tours of our private birthing suites to classes* and online resources to help answer the many questions of expecting parents.
- Support that doesn't stop at delivery — Breastfeeding consultation and other guidance to help your baby have a healthy start in life.



Learn more at kp.org/maternity.

Limited Financial Liability

Maximum out of pocket per calendar year is \$1500 per person. \$3,000 for a family of 2 or more.

Great Online Resources

Online access to make and attend doctor appointments, pay bills, request files and manage personal health.

Many Available Resources

Access to a vast array of classes, podcasts, articles and audio files on addiction, exercise, better sleep, eating better and managing diabetes's.

All Free Under Current Plan

Apps for stress relief and mental health resources, a data base of medical conditions and medications.

Vision Care and Exams

This is a covered service at Kaiser. But, if you need to purchase glasses or contacts, take your prescription to Costco and you will pay far less. You will need a Costco Membership.

Promoting awareness and reducing stigma

"Find Your Words" public health awareness campaign
findyourwords.org



"Resilience" TV commercial starring NBA player Steph Curry



- Information to help everyone learn how to start conversations, connect to helpful tools and online communities.
- How to find support for themselves and the people they care about, including young children and teenagers.
- How to build resilience and reduce stress.
- Screening tools to inform further conversations about diagnosis and treatment.
- And new ways to share inspiring stories, videos, and artwork from the site with others.

Use these Tools!

New perks for your total health

CLASSPASS

ClassPass workouts
Get moving with fitness options that fit your schedule and lifestyle, including Pilates, dance, boxing, cardio, strength training, and yoga.

- **Reduced rates on fitness classes** — Take real-time online and in-person classes from top fitness studios
- **Online video workouts at no cost** — 4,000+ on-demand fitness classes




Calm and myStrength apps

- Audio, video and articles
- Tools for desktop, tablet and smartphone
- Proven clinical models
- Unlimited access
- Guidance and support
- Personalized experience
- Available at no cost to adult members

Go to kp.org/selfcare to download the Calm and myStrength apps.

Feeling overwhelmed? Tap into the power of self-care.

Adult members can download 2 popular apps at kp.org/selfcareapps

These apps can help you build resilience, set goals, and take meaningful steps toward becoming healthier and happier. Choose the areas you want to focus on – including managing depression, reducing stress, improving sleep, and more.

- Evidence-based and proven effective
- Hand-picked by Kaiser Permanente physicians
- Confidential and easy to use



Calm is an app for daily use that uses meditation and mindfulness to help lower stress, reduce anxiety, and improve sleep quality. With guided meditations, programs taught by world-renowned experts, sleep stories narrated by celebrities, mindful movement videos, and more, Calm offers something for everyone.

The Calm app is not available to KP Washington members at this time.

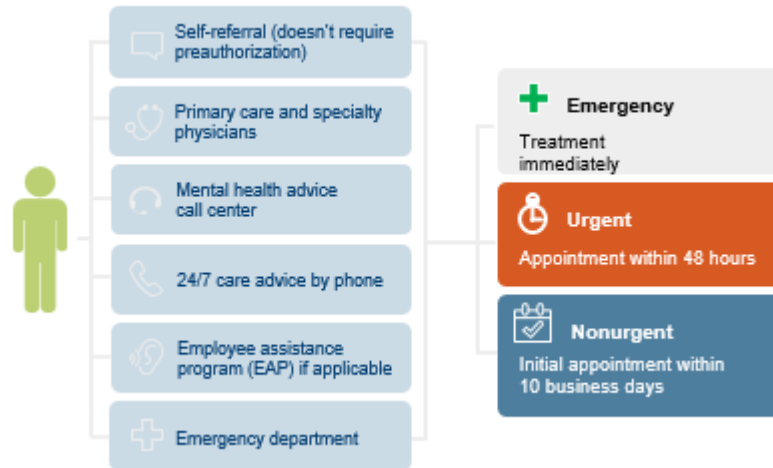


myStrength offers personalized programs with interactive activities, daily health trackers to monitor and maintain your progress, in-the-moment coping tools, and more. It's designed to help you set goals and work towards them in ways that work for you – by making positive changes that support your mental, emotional, and overall well-being.

myStrength® is a wholly owned subsidiary of Geac Health, Inc.

Get the apps at kp.org/selfcareapps.

Members have many ways to access care



Kaiser offers a wide range of Clinical Mental Health Services

Primary care settings	Outpatient	Intensive outpatient services	Inpatient
<ul style="list-style-type: none"> - Mental health clinicians embedded in primary care* - Health education programs* - Colocation of services - Medication management 	<ul style="list-style-type: none"> - Clinical evaluation - Crisis intervention* - Individual psychotherapy - Group psychotherapy - Family/conjoint therapy - Condition education classes* - Case management - Psychopharmacological treatment - Dual-diagnosis programs 	<ul style="list-style-type: none"> - Intensive outpatient programs - Partial hospitalization - Chemical dependency intensive recovery programs - Intensive case management* - Electroconvulsive treatment - Autism specialty services 	<ul style="list-style-type: none"> - Crisis evaluation and management* - Inpatient psychiatric hospitalization - Inpatient detoxification - Residential/ hospital alternative treatment programs*

*Some services are not available in all regions.

Things to Consider

You need to speak up if you disagree with your Doctor. You may need to request a new Doctor if you are not getting the tests, medication or care you need. This can be hard, especially when you are not feeling well.

More Considerations

If you use medical services outside of the Kaiser System, you will be responsible for all associated costs. Except in cases of emergency or if you have received a referral from a Kaiser Doctor.

The Summary of Benefit Coverage

Summary of Benefits and Coverage: What this Plan Covers & What You Pay For Covered Services Coverage Period: 09/01/2020-08/31/2021

KAISER PERMANENTE : TRADITIONAL PLAN Coverage for: Individual/Family | Plan Type: HMO

The Summary of Benefits and Coverage (SBC) document will help you choose a health plan. The SBC shows you how you and the plan would share the cost for covered health care services. NOTE: Information about the cost of this plan (called the premium) will be provided separately. This is only a summary. For more information about your coverage, or to get a copy of the complete terms of coverage see www.kp.org/plandocuments or call 1-800-278-3296 (TTY: 711). For general definitions of common terms, such as allowed amount, balance billing, coinsurance, copayment, deductible, provider, or other underlined terms see the Glossary. You can view the Glossary at www.HealthCare.gov/sbc-glossary or call 1-800-278-3296 (TTY: 711) to request a copy.

Important Questions	Answers	Why this Matters:
What is the overall deductible?	\$0.	See the Common Medical Events chart below for your costs for services this plan covers.
Are there services covered before you meet your deductible?	Not Applicable.	This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply.
Are there other deductibles for specific services?	No.	You don't have to meet deductibles for specific services.
What is the out-of-pocket limit for this plan?	\$1,500 Individual / \$3,000 Family	The out-of-pocket limit is the most you could pay in a year for covered services. If you have other family members in this plan, they have to meet their own out-of-pocket limits until the overall family out-of-pocket limit has been met.

Download the 6-Page Document

- ▶ Understand Your SBC (Summary of Benefit Coverage)
- ▶ <http://www.ourbenefitoffice.com/Ualocal393/Benefits/Module/Member/MaintFileUploadPopu p.aspx?fileUploadID=5iSXDYYUDvQ%3d>
- ▶ Full EOB Explanation Of Benefits Can Be Downloaded at:
- ▶ <http://www.ourbenefitoffice.com/Ualocal393/Benefits/Module/Member/MaintFileUploadPopu p.aspx?fileUploadID=Vw13lDa5mo8%3d>

Get a Copy of Kaisers Presentation

If you would like to receive a Power Point Presentation from Kaiser Permanente regarding current available resources, please email your request to: 393@MemberAdvocate.org

The Big Disclaimer

This presentation and supporting documents have 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 & Resolutions: *Read by Recording Secretary*

Letter received from San Jose Spotlight in appreciation for the Local's generous contribution supporting public service journalism.

X. Citations:

None

XI. Good & Welfare:

Sister Nancy Ferguson said that Forest Springs will have volunteer opportunities soon to help rebuild water services ruined during the wildfire.

Brother Scott Estep thinks the membership should get a status update regarding our properties from the Business Manager.

Sister Lisa Long said that she has heard that people are being Organized that are not up to UA standards. She would like to know our organizing procedures. Organizer Juan Gutierrez explained that there is a procedure in place. Asst. Business Mgr. Eric Mussynski explained that there is a procedure for HVAC Service applicants. Organizer Juan Gutierrez will give a report on the problem and procedure at next month's meeting.

Brother Jeff Dreyer Sr. said that the only applicants he has had lately are Union residential plumbers, but there is a path for non-union.

Brother Daryl Petersen wants to make sure we are still initiating apprentices so they don't miss out on their benefits. Asst. Business Mgr. Eric Mussynski stated that initiation does not affect eligibility.

Brother Ryan Jones said people are organizing in from residential that did not complete all the proper steps to be organized in. He suggests that we need better enforcement and that we should stop organizing until we fix it.

Brother Bill Bailey asked if we are testing the applicants before they are sent out to work. Organizer Juan Gutierrez responds, yes the plumbers are. But, nobody has tried to go to the fitter side so they don't get tested for those skills.

Sister Nancy Ferguson would like an update on when the Hall and BeneSys will be open for walk-in visitors. Question was referred to Business Manager Steve Flores.

Brother Jeff Dreyer said the State / County Test replaced our test for organizing plumbers. He says this is a violation of the UA rules.

Residential Coordinator David Cruz said that these procedures were agreed a while back in May 2019 and he explained some of the reasons these procedures were made.

XII. Unfinished Business:

None

XIII. New Business:

None

XIV. Committee Reports:

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

We continue to hold hands-on classes at the Training Center and classroom instruction via Zoom utilizing the Canvas learning management software.

COVID-19 protocols continue to be observed at the Training Center as we navigate the pandemic to deliver hands-on apprentice and journeylevel instruction.

On that note, the Training Center has provided restrooms in the parking lot to accommodate social distancing and limit physical contact between classroom cadres.

Instructors and staff members at the Training Center have been given the green light for vaccinations. Several instructors and staff members have already received their first injection

The Training Center has and will continue electrostatic disinfection of all inhabited areas of the site each month as a means of providing the maximum amount of safety for staff and those that enter the site.

Entrance Exams for apprenticeship are underway for Plumbing, Steamfitting and HVACR. Testing will continue for the next two weeks.

Journeylevel training has resumed and the schedule has been sent to the members and posted on the Training Center website. Journeylevel members may contact the Training Center to schedule med-gas brazing, welding and other recertification's as needed.

Training Center staff continues its support of the NOVA Workforce Development Board as well as S4CA.

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 7:59 PM

Respectfully submitted,

Ed Nichols
Recording Secretary

EN/mg/opeiu29/af-cio

