

UA Local 393 News | Spring 2018

# PIPELINES TO POWER

*Unity to Advance Good Jobs*



**THIS ISSUE: Gearing up for Political Season | VOTE! VOTE! VOTE!**  
**Historic Policy Win | Planning for a Secure Retirement**  
**Spotlight on Juan Gutierrez | Women in the Trades**





## Key Dates

May 21st: Campaign for a Secure Future meeting at our Hall, 6150 Cottle Road, SJ, 4:30pm.

May 21st: Deadline to register to vote

May 29th: Deadline to request to vote by mail

June 5th: Primary Election

## Register to Vote

It's essential that 393 member voices are heard in our democracy! Register online at [registertovote.ca.gov](http://registertovote.ca.gov) or pick up a registration form at the union hall.

## Visit [ualocal393.org](http://ualocal393.org) and join our email list

To stay informed about news affecting our members and hear about all of 393's events, visit [www.ualocal393.org](http://www.ualocal393.org) and register to receive 393's emails.

## Join the 393 Facebook & Twitter Community

Be a part of our online community of members and check out what's going on in the 393 world. Follow us on [www.facebook.com/ualocal393](http://www.facebook.com/ualocal393) and [www.twitter.com/UALocal393](http://www.twitter.com/UALocal393).



**BREAKING: Big win for working families in San José!**

The Mechanical Crafts and the Building Trades helped pass a landmark policy for family sustaining construction jobs.

Read more in this issue!

Dear 393 Member,

I don't need to tell you that the world is divided right now. Within our union, we have diverse views, adding to the richness of the Local: we are Democrats, Republicans, old, young, and different races.

**Though there are issues that keep us apart, when we walk onto a job, we work together to get the job done right. As a union, we have common goals, and by increasing our political power, we can secure more family-sustaining jobs.**

Our power is stronger when members engage in political and community action. This includes not only voting for union-friendly candidates, but precinct walking, phone banking, and speaking out at City Council and Planning Commission meetings.

**Member engagement was instrumental in our historic policy win on April 3rd. You can read about it in this newsletter issue.**

**Our goal is to increase union market share in two ways:**

1. We can pass policies which require that when developers build on public land or use public funds, they have to use union labor. What's more, we can have similar requirements on private development.
2. When private development is moving through the planning process, elected and appointed leaders can help developers and unions find opportunities to collaborate and support projects through the entitlement process.



In some ways, if a job is being run non-union, it's already too late, which is why having that political power on the front end is so important. **As we enter political season, I urge you to not only be informed, but get involved.** We've included a voter guide of our union-endorsed candidates. UA Local 393 has member delegates who represent us at the South Bay Labor Council and Building Trades Council who interview candidates and make endorsement recommendations for elections.

We'll be setting up precinct walks and phone banks in the coming months. It's an incredibly rewarding experience. **Instead of getting angry about what's wrong in the world, we can work to make things right and elect leaders who share our values of family-sustaining jobs.**

Unions have developed a bad rap as being negative and reactive. UA Local 393 is changing that. We're out in the world being proactive. **Join me in working to make our government better for our members, our families, and our community.**

In Solidarity,

Handwritten signature of Steve Flores in blue ink.

Steve Flores

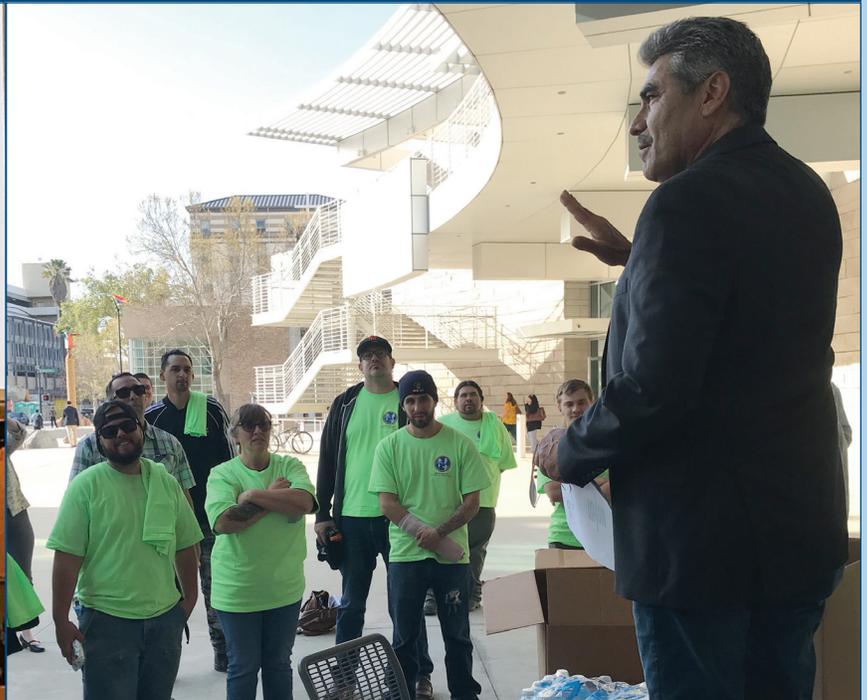
UA Local 393 Business Manager

# MEMBER LEADERS IN ACTION

UA Local 393 members were instrumental in pushing the San Jose City Council to pass a groundbreaking policy to expand and protect union construction jobs.

- Contractors must pay prevailing wage, hire locally, and create opportunities for disadvantaged workers on private developments that receive taxpayer subsidies.
- Contractors must pay prevailing wage, provide union benefits, and hire from the union hall on public works projects, creating more opportunities for members.

Agreements on Public Project		Yes	No	Not Voting
Representing	Voting Member			
Mayor	Liccardo	●		
District 1	Jones	●		
District 2	Jimenez	●		
District 3	Peralez	●		
District 4	Diep		●	
District 5	Carrasco	●		
District 6	Davis		●	
District 7	T Nguyen	●		
District 8	Arenas	●		
District 9	Rocha	●		
District 10	Khamis		●	



Left: UA 393 hosted State Controller Betty Yee at our hall. Local elected officials and labor leaders attended in support of Betty's reelection.

Right: Business Agent Rudy Carrasco was honored by Cupertino Mayor Darcy Paul for our contributions to Wreaths Across America, a non-profit honoring fallen Veterans.

# CAMPAIGN FOR A SECURE FUTURE: MAKING IT REAL!

When we first launched the Campaign for a Secure Future in 2015, we had three goals in mind: greater political power, expanded community presence, and increased member leadership. We've come a long way, and our historic San Jose City Council policy win marks a giant step forward in our efforts.

The groundbreaking part of the policy is that contractors must pay prevailing wage on some private development that has taxpayer subsidies. This is an historic feat. We were also able to strengthen union jobs on public development so that contractors not only have to pay prevailing wage, but provide union benefits and hire from the hall which creates a level playing field.

Finally, Mayor Liccardo added that public jobs should be decided by best value, not lowest cost, and we all know that union labor brings unparalleled value in getting the job done right.

This victory would not have been possible without the hard work of members and community allies. When the Council was dragging its feet, we took matters into our own hands and started collecting signatures to put a similar policy on the ballot. We knew that polls

drew 75% voter support, and the Mayor knew too. That brought everyone to the table to work out a compromise agreement that everyone is satisfied with.

This policy allows us to expand our union market share. More importantly, it allows people in the trades to have decent wages and benefits so that we can raise our families with dignity, afford medical care, and save for a secure retirement.

Moving forward, we can now focus on other South Bay cities. San Jose set the standard, and now other cities must follow suit.

Our members showed that when we come together, stay together, and fight together, we win. We must keep up that momentum with the Campaign for a Secure Future. Get involved!

**Join us for the next Campaign for a Secure Future meeting:  
May 21st, 4:30pm, dinner provided  
UA 393 Hall: 6150 Cottle Road, San Jose**

***Special Guests: Santa Clara County Sheriff Laurie Smith and City of Santa Clara Councilman Dominic Caserta***

**DELEGATES TO THE 98TH CA STATE PIPE TRADES COUNCIL CONVENTION:  
Congratulations to the UA Local 393 members elected to attend!**

**Bill Bailey Jr., Rudy Carrasco Jr., Al "Tito" Gonzalez, Wayd La Pearle,  
Mark Likeness, Brian Murphy, Eric Mussynski, Conrad Pierce,  
A.J. "Jimmy" Ramirez, Margarita Marquez Reese, Scott Swann**

**MARRIOT MARQUIS | SAN FRANCISCO | 5/23/18 - 5/25/18**

# CSF KICKOFF

On March 21st, almost 100 members kicked off our 2018 Campaign for a Secure Future (CSF). Members expressed the desire to take on more responsibility for political and community service projects; sponsor more events that show our support for our communities; and set up more political education forums to meet and greet elected leaders. San Jose Councilmembers Sergio Jimenez and Raul Peralez - whose leadership was instrumental in passing the historic win on April 3rd - both attended the kickoff.



# WOMEN IN THE TRADES



Last fall, three UA Local 393 members – Lisa Long, Sabrina Sharp and Aster Tseng (pictured left to right) – traveled to Chicago and joined over 1,900 tradeswomen for the annual Women Build Nations Conference.

The conference is a space for networking and collaboration among tradeswomen from across the country spanning from apprentices to retirees. There has been record-breaking attendance; growth of women in leadership within unions and on the job; and an increase in women entering apprenticeship. These mark palpable steps toward a more inclusive industry.

Attendees discuss what we've accomplished and how to better lead within our unions and communities to ensure women have equitable opportunities to enter, succeed, and lead in the construction industry.

Lisa Long, UA Local 393 Steamfitter/Pipefitter, said she loves attending. "Women are excited about being in the trades," she said, "And the biggest challenge navigating such a male-dominated industry is just trying to get people to believe you can do the job."

Apprentice Aster Tseng, UA Local 393 Plumber, added, "The first time I showed up on a job, the guys thought I was there to deliver paperwork. People always ask me why I'm a plumber because it isn't a common occupation for women. I hope that will change in the future."

Aster and Lisa spoke about women they met who have programs to support other women in their unions. "They check up on each other. They call apprentices and just ask them, 'How's work, how's school, and how's life?' If there's an obstacle, they help." This kind of support is crucial to recruit and retain women in the trades.

The most common struggle women reported is visibility – often being the only woman on a job site and having to prove yourself over and over again to show male colleagues that you belong and that you're capable.

"If I knew other women who worked in the trades before I joined," Aster reflects, "I probably would have joined a lot earlier." It's intimidating to be the only one, but as we begin to deconstruct the preconceived notion of who does this kind of work, the more accessible we make it for new women considering the trades.

# MEET JUAN GUTIERREZ

Juan Gutierrez is the new organizer at UA 393 after two decades with our Local as a member, volunteer, and activist. Juan is a plumber by trade. He started as a labor shop boy back in 1989. He worked non-union for years before becoming a UA Local 393 member in 1997. He noticed how difficult it was to get into an apprenticeship program which motivated him to get involved to make it easier to become a union plumber.

Juan was born and raised in California by immigrant parents from Aguililla Michoacan, Mexico. He is one of seven children, and Juan and his wife have five kids. Family values drive Juan. He says, "By being union I have been able to provide for my family in ways that I would not have been able to if I were non-union."

Juan has worked with numerous Signatory Companies like Metro Plumbing, F.W. Spencer and Sons, and Critchfield Mechanical. His career highlight was working on the stadium for the San Francisco 49ers, his favorite NFL team. His son was incredibly proud, and Juan was able to put their names on the Golden Beam.

His admiration for his fellow plumbers and pipefitters runs deep. "We are all unique. Each and every plumber can have the same amount



**Juan with 3 of his kids**

of time and material to do a job, but every plumber will still do it a different way."

Juan was appointed to the Examining Board before running for the 393 Executive Board. In 2013, he was named Volunteer of the Year for all his work doing precinct walks, phone banking, flyering, and member engagement. He started getting more members involved and active and made good friends along the way. All of this experience paved the way for being

**"We are all unique. Each and every plumber can have the same amount of time and material to do a job, but every plumber will still do it a different way."**

# UA LOCAL 393 ORGANIZER

hired as the new 393 Organizer. Juan has relationships with members, he knows the Local inside and out, and he is persistent and passionate about building the labor movement.

In his staff role, Juan is responsible for internal and external organizing. He visits job sites and talks with non-union contractors. He chats with workers about whether they are getting paid area standard wage; are happy with the contractor; and being treated well.

Juan holds non-union contractors accountable who are not in wage compliance. He organizes non-union workers into 393. And he works with our residential contractors to get more folks initiated into the union.

Fueled by his immigrant parents who struggled to get ahead, Juan sees many working people continuing to struggle. He says the fight for good pay, job security, and quality health care is very much alive. As long as economic inequities exist, he is committed to continue the fight.

Juan's mission is to support Local 393's efforts to ensure a thriving San Jose working class. "It's the middle class and working class who drive our entire economy," said Juan. "Participation is key. The first step is to come to union meetings and find out how to get involved. If more



**Juan volunteering with San Jose Vice Mayor Carrasco**

members participate, we can accomplish a lot more together than divided."

**To get involved, check out the union meeting schedule @ [www.ualocal393.org/calendar](http://www.ualocal393.org/calendar)**

**"Participation is key. The 1st step is to come to union meetings...If more members participate, we can accomplish a lot more together than divided."**



# SAVING FOR A SECURE RETIREMENT

Frank Austin has been a member of 393 for 30 years and is currently an HVAC foreman. When he was growing up, Frank would save his money and count it nearly every day. He thought for sure he'd be an accountant, so it's no surprise that he ended up a Local 393 pension trustee. "I have a passion for pensions," said Frank. "It's part of my roots, and I want to make sure our members are financially taken care of in our retirement."

According to Frank, our union pension is great, but it is not going to replace our working income completely. Whether he's holding Local 393's retirement planning seminars, teaching the students down at the training center the rules of our plan, or just casually talking to coworkers at the shop, he advises members to maximize their contributions to all of 393's retirement programs to supplement our pension retirement.

As 393 members, we are lucky in that we have three retirement plans plus our tax-free ERA (extended reserve account). By utilizing all four, we can enter our golden years on solid financial footing.



Frank Austin

## BREAKDOWN OF UA393 RETIREMENT PLAN PROGRAMS

- 1. PENSION:** Mandatory. \$14.92 contribution per hour worked. When you retire, you will have a small defined benefit distribution.
- 2. EMPLOYER-PAID 401K:** Mandatory. \$6 per hour worked for journeyman, apprentice periods 1-4 get \$1, periods 5-8 get \$2, and periods 9-10 get \$3. This 401K is not subject to federal limits. When you retire, you can withdraw as you wish.
- 3. EMPLOYEE-PAID 401K:** Voluntary. You can put in up to \$12 per hour worked, and you can change it up to three times a year to make sure you are maximizing it, while remaining affordable. When you retire, you can withdraw this as you wish.
- 4. ERA:** Voluntary. You can put in up to \$4 an hour TAX FREE. This money can be used not only during working years for medical, dental, and vision expenses, but into retirement when folks need more medical care and prescriptions.

To learn more about retirement or to increase your 401K contributions, contact Nancy Ferguson, Member Advocate, at [393@memberadvocate.org](mailto:393@memberadvocate.org) or 408-464-3738.



**Wayd La Pearle**

“As unionized tradespeople with a self-funded retirement program, we take responsibility for investing in a dignified retirement,” said Wayd La Pearle, Business Agent and Trustee. “In the trades, we wear out our bodies at 55-60; before the federal retirement age and sooner than workers who aren’t putting their flesh and blood on the line. It’s critical that we invest early and often in our plans to have a safety net.”

UA Local 393 members decide how much goes into retirement. After we vote to ratify our master contract, we have a wage allocation vote to decide what goes into wages and what goes into our benefits.

Nancy Ferguson, UA Local 393 Member Advocate, advises all members to maximize our contributions as early as possible in our careers.

“Retirement takes 30-35 years of savings,” said Nancy. “It’s the biggest investment you will ever make – even more than a house. And 393’s programs make it easy.”

The vast majority of non-union workers are solely responsible for saving for their own retirement. Often, they do not earn enough to save, or they do not plan far enough in advance. The result is that many run out of money in retirement. In fact, 7.1 million seniors live in poverty. But with 393’s plans, we can secure our golden years.

“Don’t wait until you have gray hair to start thinking about retirement,” said Frank Austin. “The earlier you start saving, the longer your money has time to gain interest and snowball. It’s not magic, it’s just math. With proper planning, you can retire as soon as you are eligible and when you want to, and not be forced to wait.”

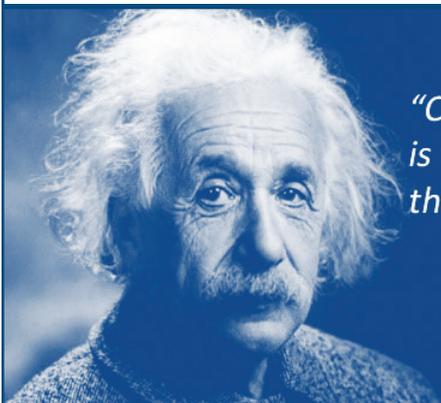


**Nancy Ferguson**

## SAVING EARLY YIELDS COMPOUNDED INTEREST

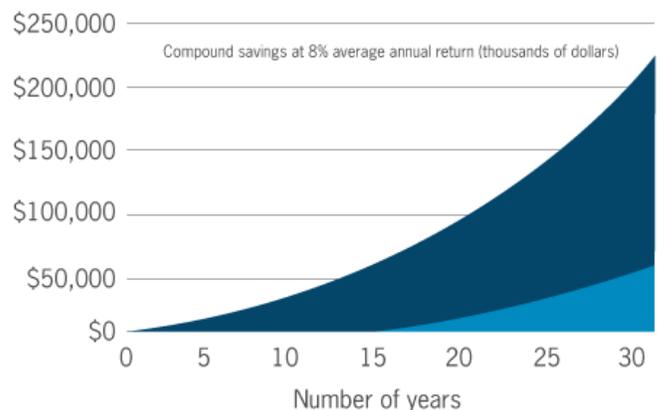
**Starting early pays off later** →

You could have \$171,648 more simply by starting to save \$150 a month now rather than waiting for 15 years.



*“Compound interest is the 8th wonder of the world.”*

- Albert Einstein



■ 30 years ■ 15 years

Chart compares saving \$150/month for 15 years vs. 30 years at an average rate of return of 8%.



**UA Local 393**  
**6150 Cottle Road**  
**San Jose, CA 95123**

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**OFFICERS & STAFF**

Steve Flores  
*Business Manager and Financial Secretary-Treasurer*

Conrad Pierce  
*Assistant Business Manager*

Al Gonzalez  
*Business Representative*

Wayd La Pearle  
*Business Representative*

Rudy Carrasco  
*Business Representative*

Juan Gutierrez  
*Organizer*

Mauricio Velarde  
*Compliance Officer*

Jean Cohen  
*Political & Communications Director*

**Plumbers, Pipefitters, and HVAC-R Service Technicians  
building it right the first time for over 110 years.**



**SAVE THE DATE: JUNE 16!**

**ANNUAL UA 393 PICNIC  
AT SARATOGA SPRINGS**