



# LOCAL LINE Newsletter

Iron Workers Union Local 378

Oakland, CA Volume 24 No. 1

February 2013

## Business Manager's Report

Hello Brothers and Sisters,

Happy New Year! I hope this letter finds you and your family in good spirits and good health. The start of a brand new year brings with it new opportunities. Some good size jobs are starting here in January and February, as opposed to last year when jobs didn't start until May and June. Things are looking much better this year at this time than last year.

I'm pleased to say that the Oakley Generating Station was voted on by the California Public Utilities Commission and was given the green light to proceed with the construction of this much needed power plant. I've said in other reports that this plant is the latest technology for power plants, and we must continue to renew and upgrade our utilities in order to meet the demand of the future and to also utilize this latest technology to replace old power plants to protect our environment.

The use of solar and wind as additional sources to produce electricity, while great for our environment, will not meet the needs of the community now or in the future by themselves. These are seasonal sources and, in combination with this new power plant, make for a very well-rounded system. Let's not forget about the hundreds of construction jobs it will create. I'm looking forward to seeing Local 378 members on this project in the near future.

### Wage increase news

You will be receiving a notification in the mail on the monetary increases to our wage-and-benefits package. This 55-cent increase will be allocated to the Health and Welfare Fund, which will help stabilize this fund. From

2008 through 2011, the utilization of health benefits was on an extreme rise and created an ever-increasing draw from the fund's reserves. The lack of work - which in turn is a lack of work hours contributed - and the increase in usage that I mentioned means the fund was operating on its reserves. In the past year, hours contributed has risen and utilization is down. With this increase, we should be able to stabilize this fund.



### Zero fatalities goal for 2013

Last year the International had a "Zero Fatalities" campaign with the goal for all Iron Workers to go home safe. Regrettably, we fell short of our goal, and seven of our brothers lost their lives while working on the job last year.

This year our International continues its efforts to reach the goal of zero fatalities. With your help raising awareness of safety issues on the job, you will help meet this goal. The International came out with wrist bands that say "See Something - Say Something" to be a constant reminder for everyone to leave the job safely. Let us all remember that safety is the No. 1 concern of all for us, and everyone should practice smart safety skills on and off the job.

Everyone goes home safe!

Always fighting for you and your union

By Jeff McEuen

"Let us all remember that safety is the No. 1 concern for all of us..."

# President/Business Agent's Report

Happy New Year! As we look ahead into 2013, let's also look back at the last hundred plus years since the formation of the International Association of Ironworkers.

Since that time we have established ourselves as the leader in the building and construction trades. In 1896, a constitution was written based on workplace safety, a decent wage, working rules and a retirement with dignity. Also, the constitution provided for a quality and productive workforce.

Back in the beginning, the Association and its members had a strong bond built on the principles of loyalty, pride, love for your job and your fellow ironworkers, and strong camaraderie between and among us all.

In the new year, let's renew our commitment and loyalty to these principles which will in turn strengthen our brotherhood and continue to help build our great union in the future.

Good luck, work safe.

By *Robert Lux* President/BA



## Attend a Membership Meeting!

Did you know that Local 378 holds monthly membership meetings at the Union Hall every second Thursday of every month? Meetings start at 7 p.m. We urge you to attend the meetings and participate in your Local Union. As officers, we are proud of all that we have accomplished for the Local and want to invite you to have the same pride in your Union. Find out about current and future work that may be coming up, get to know your president, business manager and business agents, and offer your input on all matters discussed at these meetings.

Your Local Union is only as strong as you make it by being an active participant.

Let's make our Local the strongest one in the International Association. **Please join us at the next membership meeting at 7 p.m. February 14, 2013.** Remember, you must bring a current dues receipt!

## Retirees' Korner

Happy New Year! Hopefully the year 2013 will be a healthy one for you and yours.

You may or may not be aware that our International Union set up a disaster relief fund to help our brothers and sisters in the East Coast who suffered from Hurricane Sandy. At our December retiree meeting, it was moved, seconded and carried to send \$1,000 to help this cause. So, if you are a member of the

378 Retirees Association, you played a part in this donation. We thank you!

Our next retiree meeting is at 10 a.m. on Wednesday, February 6, 2013, at the Union Hall. If you have not paid your 2013 dues yet, please do. Again, Happy New Year!

By *Dick Zampa, Sr.*

# Business Agent's Report

Hello everyone, and Happy New Year to you and yours!

Good news for the wind turbine industry. The 2.2 cents per kilowatt PTC, or Production Tax Credit, has been extended through 2013. Previously, the PTC applied only to wind projects that were fully built and producing power. Now it goes to any wind farm that is "under construction" by the end of 2013.

The one-year extension is seen as critical to make the wind industry cost-competitive with solar and natural gas. The wind industry employs about 75,000 workers in the United States, and the extension of the credit could save 37,000 jobs, according to the American Wind Energy Association.

## Oakley Generating Station update

On December 20, 2012, in San Francisco, the state's Public Utilities Commission approved Pacific Gas & Electric's resubmitted application for a natural gas-fired power plant project in East Contra Costa County for the 586-megawatt power plant.



In a 3-1 vote commissioners approved a purchase and sales agreement for the Oakley Generating Station.

Commissioner Mike Florio abstained from voting, saying he had been involved with the project as an advocate before sitting on the board. Commissioner Catherine Sandoval cast the lone dissenting vote.

Looks like it's going to be a great year. Remember to always carry your dues receipt with you and work safe. I will see you at the next meeting.

By Jason Gallia  
Business Agent



# Apprenticeship Coordinator's Report

Greetings Brothers and Sisters,

Time is flying. 2013 is here, and all indicators suggest that our economy is improving and there will be an increased need for our services. Don't miss out on a good job due to a lack of training. The welding shops continue to remain open in three different locations: Benicia, San Francisco and San Jose. Locals 377 and 378 are probably the only Locals in the United States to have three shops, with five CWIs open a total of 87 hours a week. There will be an

OSHA 510 course in Benicia Tuesday, March 12 to Friday, March 15. Completion of either OSHA 10 or OSHA 30 is required for all participants. Work safe and enjoy all of the work opportunities awaiting you.

Fraternally,  
Brian Colombo  
Apprenticeship Coordinator

## Do You Know What It Takes to Be a GREAT Job Steward?

The Apprenticeship Training Center will be holding a Stewards Class from 9 a.m. to 3 p.m. on Saturday, March 9, 2013. This class is open to participation from all eligible members with a current dues receipt and who would like to become more knowledgeable on what it takes to be a good union steward.

**Event:** STEWARDS CLASS  
**When:** MARCH 9, 2013  
**Time:** 9 A.M. – 3 P.M.

A steward makes certain to become familiar with and enforce the Collective Bargaining Agreement, while implementing it on the jobsite. If you are interested in this great opportunity to learn more on what it takes, please contact the Union Hall at (707) 746-6100. Please note: Lunch will be provided to those who attend the class.

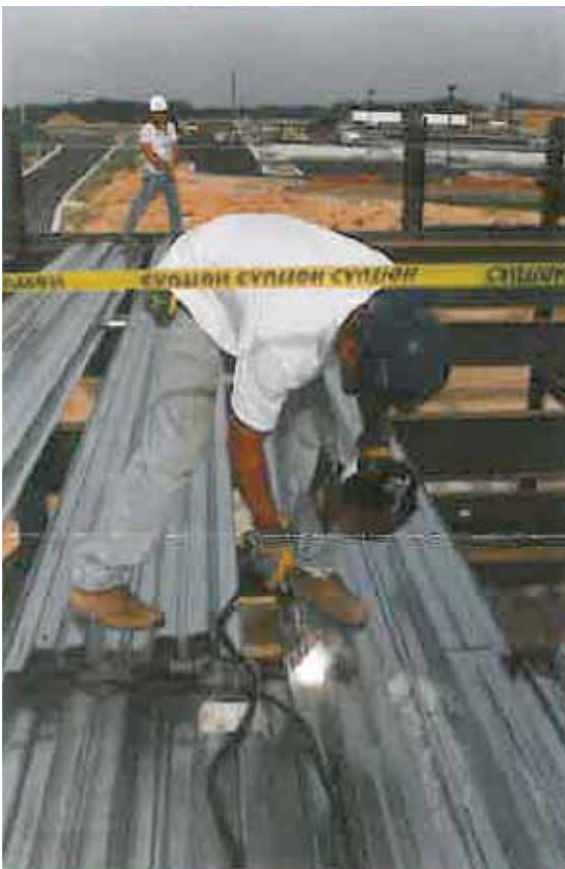


# Ironworkers...*On the Safe Side*

*Safety and Health Bulletin Dedicated to Servicing Our District Councils, Local Unions and IMPACT Contractors Throughout North America*

## Securing Metal Decking Sheets - Avoiding a “Deadly Slip & Fall Hazard”

The installation of floor and roof decking continues to be one of the “**deadly dozen hazardous activities**” that has resulted in fatalities and disabling injuries. The focus of this safety bulletin is to emphasize the importance of securing metal decking sheets to the structure to prevent accidental displacement. Historically, the decking process has produced the highest percentage of fatalities and disabling injuries that warrants the attention of all members to the “**See Something – Say Something.**”



**Establish a secure work platform.** Incident trends and investigative reports indicate the primary causation factor is some of the incidents were directly attributed to unsecured metal decking sheets during installation. More specifically, in many of these cases, the metal decking sheets that slipped were directly next to the bundles of decking. As a result of the unsecured sheets slipping, the Ironworkers fell to the next lower level.

After opening bundles of decking and removing the banding, it is important to secure a sheet on both sides of the bundle to establish a stable working surface. Removing sheets from the bundles are often difficult and require firm footing and hand-holds to safely remove the sheets. Depending on where the bundle of decking is landed, only one sheet may be secured to the structure.

### **The Importance and Requirement for Hazard Training**

Prior to performing the installation of metal decking, apprentices and journeymen must be trained on the recognition and avoidance of common hazards during the installation process to prevent serious incidents. The OSHA Subpart R - Steel Erection standard **1926.761(c)(3)(ii)** requires training on “the establishment, access, proper installation techniques and work practices.”

The “**Zero Fatality**” campaign challenges all members to “**intervene and prevent unsafe conditions and unsafe acts**” in the workplace. Never use an unsecured metal decking sheet as a work platform, and remember, if you “**See Something – Say Something.**”

# Deadly Dozen

## ACTIVITIES & HAZARDS

- 1 Falls through unprotected or inadequate floor opening covers.
- 2 Collapse of unsecured open web steel joists.
- 3 Lack of fall protection and inadequate use of fall arrest equipment.
- 4 Falls during installation of floor and roof decking.
- 5 Material handling injuries during steel erection and reinforcing steel activities.
- 6 Column collapse due to anchor bolt failure and/or insufficient concrete strength.
- 7 Structural collapse of unsupported reinforcing steel columns, walls and decks.
- 8 Struck-by injuries from falling objects, tools and materials.
- 9 Caught between injuries during hoisting and rigging operations.
- 10 Impalement from unprotected reinforcing dowels or other vertical projections.
- 11 Electrical hazards and injuries from high-voltage power lines.
- 12 Heat illness and toxic exposure to chemicals and air-borne contaminants.

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## Useful Information Regarding Membership Dues

Are you aware that your dues are NOT automatically lowered with the Union when you send in a Certificate of Disability or when you make an application for your pension through the Trust Fund?

In order to qualify for Honorary Membership, also known as our reduced rate for membership dues of \$8.40 per month, you must be a member in good standing (current on dues), have five years of continuous membership (no suspensions, leave of absences or withdrawals on your records), and be permanently disabled/incapacitated as a result of working in the trade.

In order to qualify for Lifetime Membership, where you will not be required to pay union dues again, you must meet one of two requirements: 1) You either have to be 65 years of age and have at least 25 years of continuous membership with no suspensions, leave of absences or withdrawals on your record or 2) you must be permanently disabled and have at least 20 years of continuous membership.

Should you feel that you meet the requirements for a reduced rate of union dues or you have recently applied for your pension, please contact the Union Hall to confirm your eligibility.



# A Tale of Two States: California and Michigan

By Robbie Hunter

President, State Building and Construction Trades Council of California

This is a tale of two states - California and Michigan - that illustrates how unity and effort affect elections, and how elections affect the workers' futures and quality of life for their families.

Here in California, the Building Trades - along with firefighters, police, service sectors, entertainment, and other organized workers - in tenacious unity fought together with every fiber of our being for our political voices and our livelihoods. We won smashing victories last November that portend a brighter future for us all.

Sadly, the opposite happened in Michigan, historically a strong union state. But the far right saw an opportunity in Michigan. Running as middle-of-the-road Republicans, they wooed and appealed to the values of union working

people, who failed to recognize them for the threat they were.

These Republican politicians won the votes of too many unionized workers, including Building Trades workers, and took over Michigan's government.

But they were wolves in sheep's clothing. Once in power, they reverted to their true nature, taking a terrible toll on the very people who helped elect them.

phony reform measure aimed at silencing workers' political voice. We passed Propositions 30 and 39, producing vital new revenue for the state and dramatically improving California's fiscal outlook. We won every legislative race that we had hoped to and then some, bringing two-thirds Democratic supermajorities to both the Senate and Assembly. Attacks on the Building Trades in the form of three charter city proposals, aimed at ending prevailing wage, were all defeated. Dozens of job-creating bond issues were approved.

Building Trades workers were at the forefront of this effort. Their amazing energy and unwavering unity clearly played a pivotal role in victories that will mean a better, more prosperous future for California workers.

## Michigan pays a high price

But as we working people are savoring our accomplishments and working for a brighter future here in California, a very different and much gloomier scenario is playing out for workers in Michigan.

In the 2010 elections, in Michigan and many other states, Republicans swept to victories, capturing the governor's office and both houses of the legislature. In December 2012, those Republicans made it clear that Michigan workers will pay a huge price for not keeping them out of office.



California Legislature

## California workers find success

Across California, in last November's election campaign, workers made great personal sacrifices for the greater good. They took time away from home and family for evening phone banking and weekend precinct walking.

The result was a long and spectacular string of victories for California workers. We defeated Proposition 32, the



Michigan Legislature



Labor Day breakfast

In the final hours of a lame duck session, with no public input or hearings whatsoever, both houses of the Republican-run Legislature passed what they call a “right-to-work” law, in effect wiping out the hard-won right of working people to organize and bargain for their wages and benefits collectively. Republican Governor Rick Snyder, who was elected in 2010 and has been saying ever since that he has no interest in signing a right-to-work law, immediately signed it.

Now, with their collective power shattered, Michigan workers can look forward to lower wage jobs with fewer

benefits. It’s a sad fact that pay and benefits for workers in right-to-work states lag far behind those of workers in more unionized states.

I ache for those workers. But let their plight be a glaring warning. Workers must always stay united, and work tenaciously and together in the political arena to fight for their interests. Michigan workers are now paying a terrible price because they were deceived into allowing anti-worker, pro-billionaire Republicans to win elections.

A great American civil rights and labor leader once said: “In our glorious fight for civil rights, we must

guard against being fooled by false slogans, such as ‘right to work.’ It is a law to rob us of our civil rights and job rights. Its purpose is to destroy labor unions and the freedom of collective bargaining by which unions have improved wages and working conditions for everyone. Wherever these laws have been passed, wages are lower, job opportunities are fewer and there are no civil rights. We do not intend to let them do this to us. We demand this fraud be stopped. Our weapon is our vote.”

Those words are more true and relevant today than ever. Just look at California and Michigan.

## 4 Ways to Get Annuity Disbursements

Did you know that you cannot withdraw from your annuity for any reason except one of the following?

1. You are on a service pension.
2. Retirement at or after the age of 62 (must submit proof of age).
3. Total disability (you must be totally and permanently unable, as a result of bodily injury or disease, to engage in any further employment as an ironworker or as any other building trades’ craftsman).
4. Termination of employment (no contributions made to your account for six consecutive months. Contributions are due the end of the month following the month in which you are terminated).

**Please Note:** Do not withdraw from your annuity under the options “service pension” or “retirement at or after age 62” unless you have actually filed a pension application with this fund. If you are applying under total disability, you must submit a copy of your SS Disability Award Letter or a Disability Certificate, from the Trust Fund.

If you wish to transfer your funds, or any portion thereof, to a tax qualified plan, you will need to complete a direct rollover in addition to the termination request. If you wish to receive your funds in a lump sum, it is only necessary that you complete the termination request.

If you are divorced, please submit a complete copy of your divorce decree, including a copy of any community property/marital settlement agreement. Upon receipt, the divorce documents will be reviewed by the Trust Fund’s Legal Counsel.

Complete processing of your termination request ranges from 30-45 days. Failure to provide the necessary information will delay processing. If any documents require review by the Trust Fund’s Legal Counsel, processing can take an additional 30 days.

The Local office has the complete packet available for any members who wish to withdraw from their annuity, however, if you have any more questions related to the disbursement of your annuity it is suggested that you contact the Trust Fund.

# Get to Know Your Wages, Benefits Under Updated Agreement

In accordance with the provisions of the current Agreement effective July 1, 2011, through June 30, 2014, between the District Council of Iron Workers of the State of California and Vicinity and the California Ironworker Employers Council, Inc., we take this means of notifying you of the changes in our Agreement effective January 1, 2013.

The total monetary increase of \$0.55 per hour effective January 1, 2013, has been allocated by the Union to trust fund contributions as follows:

## WAGES (Section 7.)

The minimum hourly wage rate remains the same for each hour paid for and/or worked

Reinforcing, Structural & Ornamental . . . . .	\$33.00 per hour
Fence Erectors . . . . .	\$26.58 per hour

The Foremen's rate remains the same. Foremen shall be paid no less than 10 percent more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

To the above wage rates the vacation contribution is to be added to figure gross wages for tax purposes.

## APPRENTICESHIP-RETRAINING FUND (Section 10.)

The contribution rate to the Apprenticeship-Retraining Fund remains the same for each hour paid for and/or worked. The contribution rate is as follows:

Apprenticeship-Retraining Fund (Rein, Struc, Orn) . . . . .	\$0.72 per hour
Apprenticeship-Retraining Fund (Fence Erectors) . . . . .	\$0.51 per hour

## VACATION PLAN (Section 11.)

The contribution rate to the Vacation Plan remains the same for each hour paid and/or worked. The contribution rate is as follows:

Vacation Plan (Rein, Struc, Orn) . . . . .	\$3.92 per hour
Vacation Plan (Fence Erectors) . . . . .	\$2.62 per hour

## WELFARE PLAN (Section 12.)

Effective July 1, 2013, the contribution rate to the Welfare Plan is increased \$0.55 per hour for each hour paid for and/or worked. The new contribution rate is as follows:

Welfare Plan (Rein, Struc, Orn) . . . . .	\$8.72 per hour
Welfare Plan (Fence Erectors) . . . . .	\$6.55 per hour

## PENSION PLAN (Section 13.)

The contribution rate to the Pension Plan remains the same for each hour paid for and/or worked. The contribution rate is as follows:

Pension Plan (Rein, Struc, Orn) . . . . .	\$8.31 per hour
Pension Plan (Fence Erectors) . . . . .	\$5.79 per hour

## ADMINISTRATIVE TRUST (Section 14A.)

The contribution rate to the Administrative Trust remains the same for each hour paid for and/or worked. The contribution rate is as follows:

Administrative Trust (Rein, Struc, Orn) . . . . .	\$0.03 per hour
Administrative Trust (Fence Erectors) . . . . .	\$0.03 per hour



**LABOR MANAGEMENT COOPERATIVE TRUST (Section 14B.)**

The contribution rate to the Labor Management Cooperative Trust remains the same for each hour paid for and/or worked. The contribution rate is as follows:

Labor Management Cooperative Trust (Rein, Struc, Orn).....	\$0.27 per hour
Labor Management Cooperative Trust (Fence Erectors) .....	\$0.01 per hour

**IRONWORKERS MANAGEMENT PROGRESSIVE ACTION COOPERATIVE TRUST (IMPACT) (Section 14C.)**

The contribution rate to the IMPACT Plan remains the same for each hour paid for and/or worked. The contribution rate is as follows:

IMPACT (Rein, Struc, Orn).....	\$0.20 per hour
IMPACT (Fence Erectors) .....	\$0.12 per hour

**ANNUITY FUND (Section 16.)**

The contribution rate to the Annuity Fund remains the same for each hour paid and/or worked. The contribution rate is as follows:

Annuity Trust Fund (Rein, Struc, Orn) .....	\$3.63 per hour
Annuity Trust Fund (Fence Erectors) .....	\$1.27 per hour

**IRONWORKERS NEGOTIATED WORKERS' COMPENSATION PROGRAM (Section 24N-2.)**

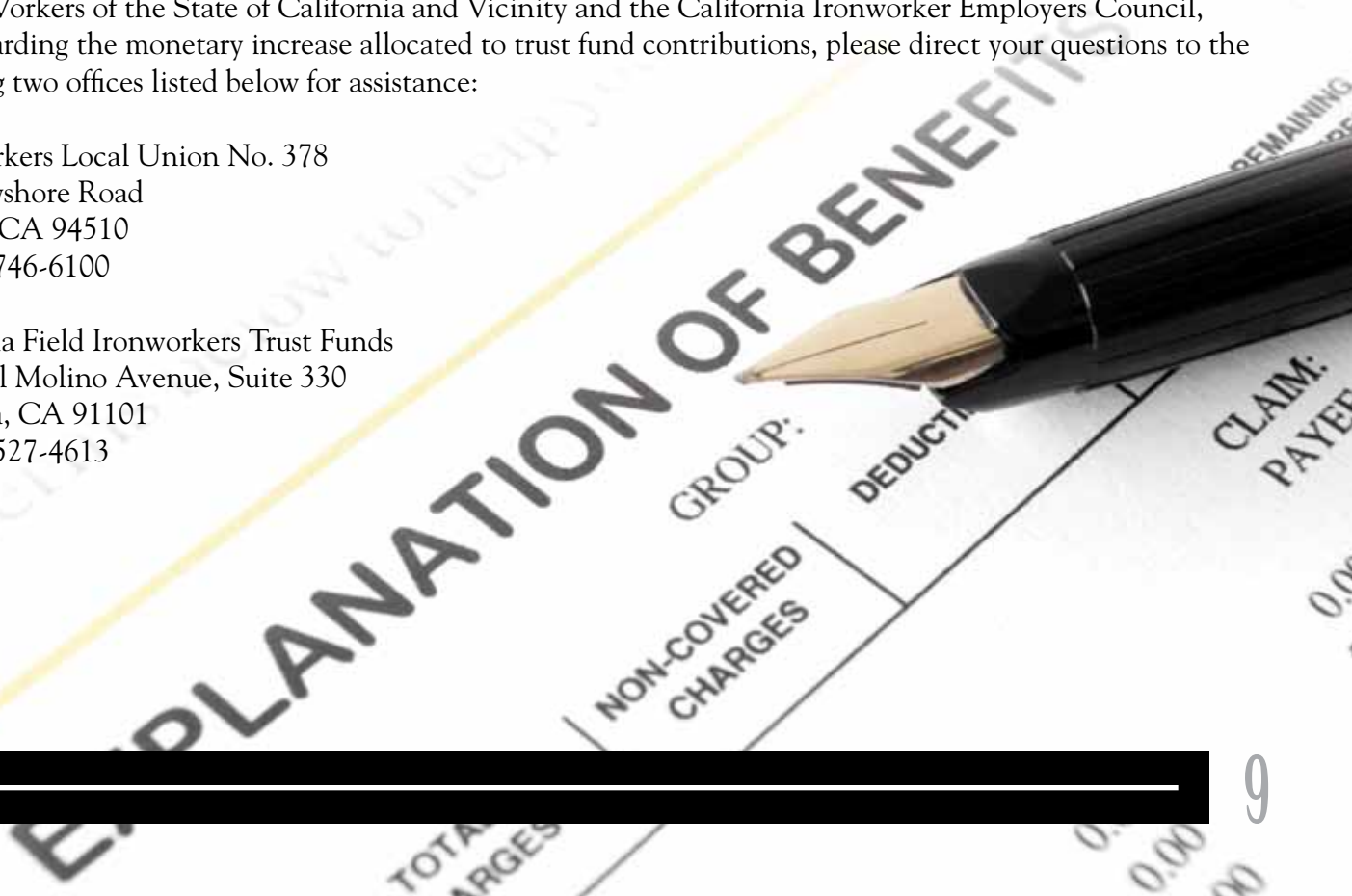
The contribution rate to the Ironworkers Negotiated Workers' Compensation Program remains the same for each hour paid and/or worked. The contribution rate is as follows:

Ironworkers Negotiated Workers' Compensation Program.....	\$0.035 per hour
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If you have any questions concerning the change reflected in the Agreement between the District Council of Iron Workers of the State of California and Vicinity and the California Ironworker Employers Council, Inc., regarding the monetary increase allocated to trust fund contributions, please direct your questions to the following two offices listed below for assistance:

Iron Workers Local Union No. 378  
3120 Bayshore Road  
Benicia, CA 94510  
(p) 707-746-6100

California Field Ironworkers Trust Funds  
131 N. El Molino Avenue, Suite 330  
Pasadena, CA 91101  
(p) 800-527-4613



# 8 Things All Members Should Know

1. The Local will not bill you for your membership dues. It is your responsibility to get your dues paid on time.
2. If you are injured, you should contact the Local and inform us of your injury, even if it was an injury that occurred at home. We have information that can assist you and your family while you are off work. This information should be reported to the Local as soon as possible. There are time constraints for assistance that may affect you.
3. IMPACT drug testing is a requirement for all active members. You only need to test once a year on the anniversary date of your first test, unless you have been selected for a random test. You will be notified via mail by Mobile Medical when you will be required to test and the time frame in which to do so. If you do not receive a test notification because you have moved and failed to notify Mobile Medical, you will be listed as ineligible, which means that you will be released from employment by your employer.
4. If you move, you must notify the Union Hall, Trust Fund and Mobile Medical. If you are an apprentice, you must make the change of address in person at the Apprenticeship office. The Union Hall has complimentary forms for you to make the Change of Address for the Trust Fund. These forms can be filled out by you in person, and we will mail it to the Trust Fund to ensure that you receive your vacation check in a timely manner.
5. A month or so prior to your vacation check disbursement, the Trust Fund sends you a statement that shows the hours that were reported on your behalf. You should review this statement and confirm that all hours were reported correctly by your employer. This is the time to have any errors corrected.
6. The Union Hall accepts payments for union dues during our regular business hours, 7 a.m. to 2:30 p.m. Monday through Friday. Should you call after this time, please understand that we will not process your payment until the following business day. Although the staff remains in the office until 4 p.m., note that this is to assist members over the phone with other membership related questions and/or concerns.
7. Writing your book number on the face of your check, money order or on the envelope that we provide you when mailing in your dues payment will ensure that the amount is posted to the correct member. This is important because there may be more than one member with the same name. The last thing we want to do is apply your payment to another account, causing you to fall in arrears with your dues payment.
8. Ironworkers Local 378 has a website with all this information and more to assist you as a member: [www.ironworkers378.org](http://www.ironworkers378.org).

## Tribute Announcements

Lonnie Walden

March 11, 1950 – December 14, 2012

“Grief does not change you...it reveals you.”

~John Greene



# Iron Café

## Lasagna



### Ingredients:

- 1 box lasagna noodles
- ½ pound ground beef
- 1 jar spaghetti sauce
- 1 cup shredded mozzarella cheese
- 1 cup ricotta cheese
- 1 egg, beaten
- ¼ cup grated parmesan cheese
- 2 tablespoon chopped fresh parsley
- 1 minced garlic
- ½ chopped onion
- Italian seasoning

### Directions:

1. Heat oven to 350°F.
2. In a large pot, boil water and cook lasagna noodles; drain and set aside.
3. Heat a saucepan with oil and lightly brown garlic and onion.
4. Add meat to saucepan, along with Italian seasoning; cook well.
5. Add spaghetti sauce to meat.
6. Mix ricotta, egg, parmesan and parsley.
7. Place enough noodles in bottom of a loaf pan sprayed with cooking spray, trimming noodles as necessary to fit. Cover noodles with spaghetti sauce and meat, ricotta mixture and mozzarella. Repeat steps to create various layers. Make the very last layer with remaining noodle trimmings, remaining sauce, ricotta mixture and mozzarella.
8. Bake 30 minutes or until heated through. Let stand 5 minutes before cutting to serve.



## Marble Brownies

### Ingredients:

- 1 package brownie mix
- 1 (8 ounces) package cream cheese, softened
- 1/3 cup sugar
- 1 egg
- ½ teaspoon vanilla

### Directions:

1. Heat oven to 350°F.
2. Prepare brownie batter as directed on package; spread into greased 13x9-inch pan.
3. Beat cream cheese with mixer until creamy. Add sugar, egg and vanilla; mix well. Drop by tablespoonfuls over brownie batter; swirl with knife.
4. Bake 35 to 40 minutes or until cream cheese mixture is lightly browned. Cool completely before cutting to serve. Keep refrigerated.

2013



IPAL

Jason Gallia  
Ironworkers Local 378 Women's Club  
Steve Kaspar  
Robert Lux

## Iron Workers Political Action League PRESIDENT'S CLUB

Carl Lynn  
Jeff McEuen  
Joe Medina  
James Pruett

Robert Wright  
Ray Trujillo  
Richard Wagner  
Lynn Yost



# e-mail



**378@ironworkers378.org**

We would like to hear from you!

Please email us your suggestions, comments and general inquiries.



*We're on the web!  
www.ironworkers378.org  
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