



# LOCAL LINE Newsletter

Oakland, CA | Volume 26, No.2 | April 2014

IRON WORKERS UNION LOCAL 378

## Business Manager's Report

Hello Brothers and Sisters. We are currently in negotiations for our new agreement with our signatory contractors. With the issue we face concerning our Pension Plan being in the "Endangered Status" (Yellow Zone) and what is needed to

do to get this plan back to a "Funded Status" (Green Zone), negotiations are focused on this issue which is the most important thing we will be dealing with during these negotiation meetings. An Endangered Status plan doesn't benefit our contractors or our membership. A Funded Status plan is the only way we can grow as a union. We must do whatever is necessary to protect our pension plan, so

our contractors aren't saddled with unfunded liability which hinders them to grow and to ensure our members that at the end of their ironworking career they can retire with dignity.

We have never had to address these types of difficult decisions that will affect our Pension Plan now and for the future. We are at a crucial point to do the best thing for everyone and the health of the plan. The next few months of negotiations will be the most critical for us to make the hard choices in plan benefit modifications and increase hourly contributions to get our Pension Plan to the green zone and to get the plan green just as fast as possible. The decisions concerning the pension plan are time critical, for

the decisions we make will go into effect on July 1st and in the next few years by our job reports and information from our contractors that we will be seeing a good amount of work for our District Council. This means that if we make decisions that might not be favorable to some will ultimately be beneficial to the plan.



Our Pension Plan is currently about 73 percent funded. The threshold for the green zone is 81.4 percent. We entered into a "Funding Improvement Plan" (FIP) in 2011 and we have been making minimum contributions to the plan to reach the green zone threshold by 2022, which is the requirement we have to comply with by law. This in my opinion is not good enough. We need to

reach the green zone sooner and by the end of FIP have our plan funded 95 percent or better. This creates a large enough cushion that if we encounter any funding issues we'll be able to make adjustments to the plan and not fall back into the yellow zone and have to enter into another FIP. Whatever modifications and contributions we do make to the plan we will need to stay with those choices to the end of the FIP (2022) in order to achieve the greatest funding percentage possible. This in my opinion will benefit all of us for a more stable Pension Plan.

Always fighting for you and your union,

—Jeff McEuen

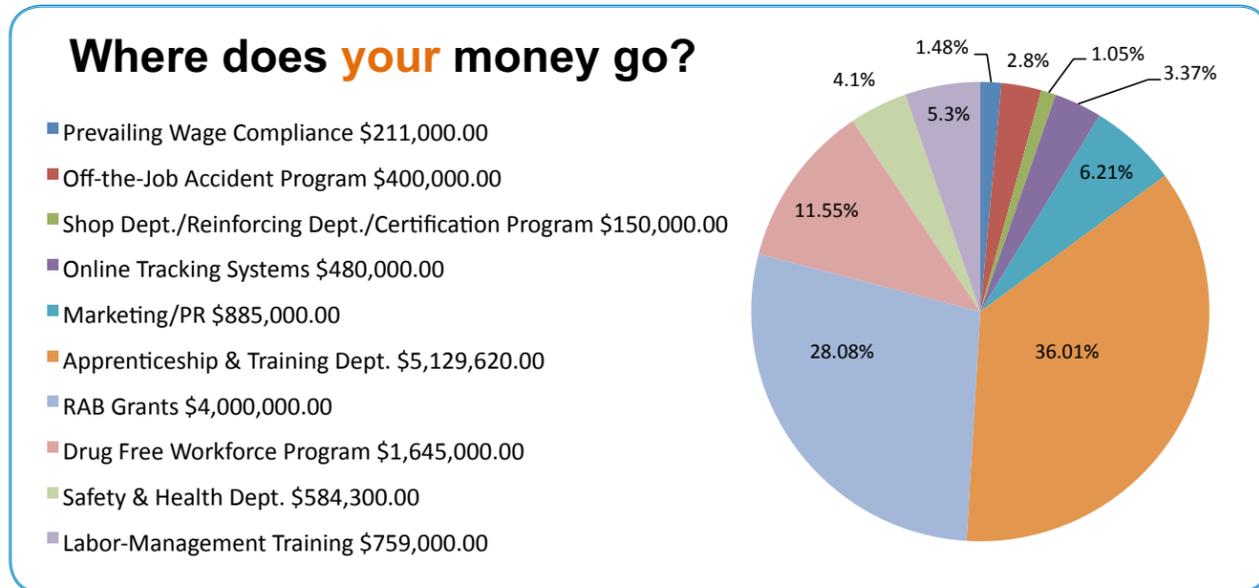
# President's Report

Recently, I attended the Sixth Annual North American Iron Workers International IMPACT Labor Management conference in February of 2014. The first conference in 2008 was attended by 500 Ironworkers, Leaders, Officers, Signatory Contractors and Owners from America and Canada. This year's conference expanded to 1000 attendees. The theme of this year's conference was **VICTORY THROUGH LEADERSHIP**.

The principals of **VICTORY THROUGH LEADERSHIP** are to create more jobs for the Local and International. For example, through expansion of the Apprenticeship program upgrading training is available. Legislative endorsement by the Local and International also are ways of expanding leadership through our workforce. Finally, interfacing with our Contractors and Owners through communication regarding issues that they have will enable our local to expand our market and result in the hiring of more Ironworkers.

1. IMPACT also supports leadership through the funding of many areas that directly affect our local and the International:
2. IMPACT funds the development of the Ironworker Foreman training program and the Ironworker Foreman pocket guide.
3. IMPACT funds education programs for Ironworkers and partner contractors that are conducted at the Annual Ironworker Instructor Conference and the Iron Workers.
4. IMPACT funds Labor-Management Conference.
5. IMPACT helps Ironworkers and contractors acquire more work by funding major infrastructure lobbying efforts around the country.
6. IMPACT funds efforts that promote Project Labor Agreements and lobbying to fight Right to Work legislation.
7. IMPACT supports marketing and member engagement by funding local and regional marketing efforts, advertising in national trade publications and distributing the Ironworker magazine to all contributing contractors.

The pie chart below is another illustration of how *Impact* money is distributed to help our members and contractors regain our market share.



In closing, I want you to remember that the IMPACT program supports Local 378 in many ways; only 11% of your contributions go to IMPACT Drug Free Work Force Program.

GOOD LUCK, WORK SAFE

*Bobby Luv*

President/Business Agent

# Business Agent's Report

Hello everyone! Hope everyone had a great Holiday and a great start for 2014. We have big challenges in the June Elections. Here are some Bond measures that will be on the June Ballot that will bring even more work to the Bay Area for the near future: Fremont Unified School Board placed a \$650 million bond measure on the June Ballot. The school district's aging 42 schools are in need of major repair that board members have placed Fremont's Unified School Boards largest bond, a \$650 million campus-improvement measure, on the June ballot.

West Contra Costa Unified School District has placed another Bond on the June Ballot. This will be the seventh bond for west county schools. For the children of West County, a 55 percent vote is needed to pass the \$270 million bond. If it passes, all 7 bonds combined will have brought close to \$2 billion in new schools to the west county, and it has been very good for Union Labor.

Benicia school board will consider placing a \$49.6 million bond measure on the June ballot. If approved by voters, the money would go toward facilities improvement projects at the district's seven sites. Under Proposition 39, the bond must pass with at least 55 percent of the vote. The current resolution before the board includes a list of projects for which the bond will be used, including technology upgrades, health and safety improvements and new construction projects. Notably, the facilities plan calls for a \$6.9 million sports complex to be built at Benicia High School.

Remember always pay your dues and carry your receipt with you at all times, practice safe working habits to be professionals, both on and off the job. See you at the next meeting.

*Jason Gallia*

Vice President/Business Agent

# Business Agent's Report

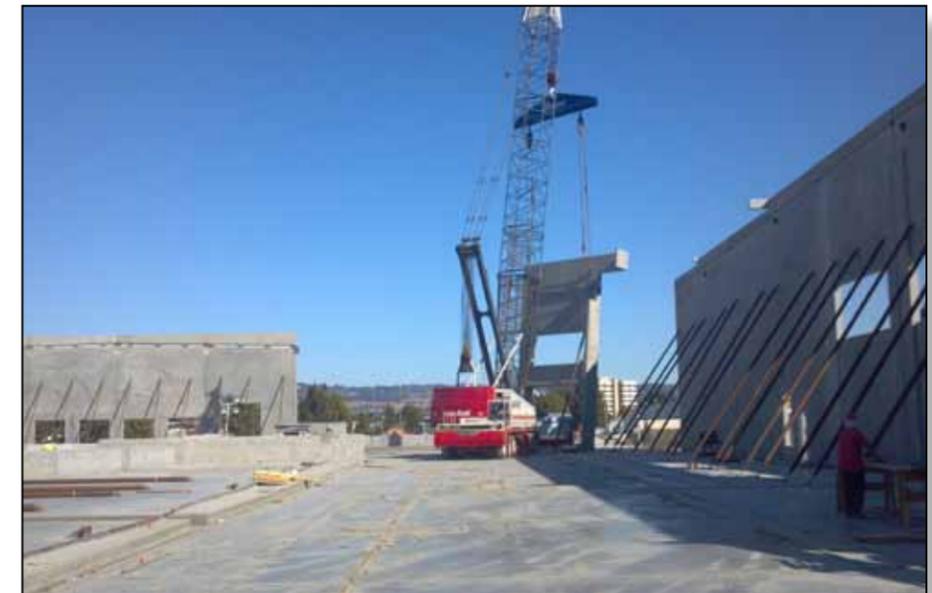
Greetings brothers and sisters, I hope this issue of the Local Line finds you all working and healthy. I have been spending many hours meeting with new contractors. These are companies that are already doing Ironwork but are not signatory. Every company I have approached about becoming signatory has a horror story about how they have been mistreated by the Union or by a Union contractor. The old days of calling an unrepresented Ironworker a scab or a rat are over. If anybody reading this disagrees with me, please call me and we will get you educated on the subject.

If you have not taken a COMET class, please sign up for one. If one is not scheduled, call me, and if we get enough interest we will schedule one or more classes. I can't stress enough how very important it is for all of us to be on the same page regarding organizing. We are a dying breed brothers and sisters. So the next time you see a non-union Ironworker on the jobsite, make friends with him/her. We need them for our survival. Not just the men, we need the companies to sign with us.

Best regards,

*Kenneth Miller*

Organizer/Business Agent



# Apprenticeship Coordinator's Report

Happy Spring Brothers and Sisters.

It is hard to believe that winter is over and we are headed into spring. Our most recent Gladiator course ended on January 31st with 100% employment. Every course we have conducted in the past year has seen this same result. Unfortunately not all participants have made a positive impact on our trade, which is a waste of our time and money. Please be sure that those you refer to the program are ready for the demanding and rewarding career that the Ironworkers have to offer. We have another Gladiator course scheduled to begin on May 27th. Please check our website, [www.universityofiron.org](http://www.universityofiron.org), or find us on Facebook at Ironworkers Apprenticeship Local 377/378, for further information and registration forms for the class. Our JIW retraining schedule is also on our website. For those that don't have computers, our retraining schedule is:

## 2014 JOURNEYMAN RETRAINING SCHEDULE

Date	Location	Date	Location
<b>Qualified Rigger</b>		<b>Scaffold User</b>	
4/05 & 4/21	Benicia	4/08	Benicia
<b>Rigging</b>		4/15	Benicia
4/07-11	Benicia	5/06	Benicia
4/14-18	Benicia	5/13	Benicia
4/28-5/02	Benicia	5/20	Benicia
5/05-09	Benicia	6/10	Benicia
5/19-23	Benicia	7/08	Benicia
6/16-20	Benicia	7/15	Benicia
7/07-11	Benicia	<b>Scaffold Erector/Dismantler</b>	
7/14-18	Benicia	5/15	Benicia
8/04-08	Benicia	8/14	Benicia
<b>Cranes</b>		<b>Subpart R</b>	
6/16-20	Benicia	4/05	Benicia
7/21-25	Benicia	6/14	Benicia
<b>OSHA 30</b>		8/23	Benicia
4/21-24	Benicia	11/01	Benicia
5/27-30	SF Hall	<b>Firewatch/Flagger</b>	
6/16-19	Benicia	5/31	Benicia
6/30-7/03	SF Hall	8/09	Benicia
7/28-31	Benicia	10/18	
8/11-14	Benicia	<b>Forklift</b>	
<b>Comet</b>		4/22	Benicia
4/25	Benicia	6/10	Benicia
6/20	Benicia	<b>Foreman Training</b>	
8/01	Benicia	8/04-06	Benicia
8/15	Benicia	<b>Osha 510</b>	
<b>Lead</b>		10/07-10	Benicia
5/12-14	Benicia		
8/11-13	Benicia		

*Brian Celeme,*  
Apprenticeship Coordinator

# RETIRES KORNER

Our next Retirees Association meeting will be held Wednesday, April 2, 2014 at 10 a.m. at the Union Hall. At our February meeting, we had a total of 50 retirees present.

Brother Arnold Pierce brought in several binders of pictures of Iron Workers who worked for Bay City Crane & Rigging on topping out as well as others for display at the meeting for our review. If you would like to have a picture, take it home, have it copied and return it to us. Several Iron Workers are now doing this. The pictures will be available at the next retirees meeting for your review. Thanks again, Arnold.

We always get a report on the work picture, an update on our pension and medical (which are both presently having financial difficulties), etc. by our Business Representatives,

Robert Lux and Jeff McEuen. These reports are always followed by questions and answers.

The Rivet drawing has grown and will be over \$200.00 at our April meeting. Additionally, we have 8-10 free door prizes. So come on down to the meeting. If you are not yet a member, join up now.

If you have not yet paid your 2014 dues, they are due and payable. Send a \$24.00 check to 378 Retirees Association, and mail to Secretary-Treasurer Fred Burton, at 2965 Bonnie Lane, Pleasant Hill, CA 94523.

See you there.

By Dick Zampa Sr.

## Tribute Announcements

Russell Copping, Member No. 685543 .....05/16/31 – 01/03/14

Walter W. Goss, Member No. 556177.....12/15/28 – 12/16/13

David Mecklenburg, Member No. 1216930 .....11/19/61 – 01/17/14

Fidel Torres, Member No. 827257.....08/29/38 – 01/09/14

“Grief does not change you...it reveals you” —John Greene

## RETIRED MEMBERS

**Are you contemplating retirement? Would you like to still remain active as a Retiree within your Union? Join the Retiree's Association!!**

By now, you're probably aware of *Lifetime Membership* which the Union offers by application to those who are 1) 65 years of age and have at least 25 years of continuous membership OR 2) permanently disabled and have at least 20 years of continuous membership. This type of membership offers the convenience of no longer having to pay your union dues again! We strongly urge those who are retired or considering retirement, to look into applying for this membership. The misconception among most of our members is that union dues are automatically lowered for retirees, and this is not the case.

If you are already retired and no longer on the job, here is your next step to remain active with the Union: Join the **Retiree's Association** for an annual minimal cost of \$24.00!

By doing so, you'll be a part of a great organization that keeps you informed about the Union and meets bimonthly here at the Local 378 Hall. You will have an opportunity to mingle with coworkers, speak of old times, and enjoy coffee and donuts with your established lifelong friends. Rivet drawings and occasional events are also held. The meetings held for the Retiree's Association, while meant to be an opportunity for our retired members to convene, hold the bigger purpose of providing you with information relatively beneficial, covering topics such as insurance, living trusts, real estate and much more.

To become active with the **Retirees Association**, please contact the President of the Association, Dick Zampa at (510)787-1531.



# Scholarships Available!!

**Attention!** We have applications available to dependents of Iron Workers Local 378 members who wish to compete for a scholarship award. These applications are available at the Union Hall, so if you are interested in obtaining an application or have any questions in regards to eligibility, please call us at (707) 746-6100 and we will gladly assist you.

*"Getting hurt is NOT an option"*

## Recommitment to Pursue Zero Fatalities in 2014

General President Walter Wise has recommitted his support and resources to continue the "Zero Fatality" campaign in 2014 to help prevent fatalities and disabling injuries to our members throughout the United States and Canada. This campaign is designed to engage our members to "See Something - Say Something" to help recognize and avoid workplace hazards. For many decades, common hazards have been the primary causation factors for fatalities and serious incidents. Our focus on the deadly dozen hazardous activities will continue, and a series of new campaign materials will be provided to district councils, local unions, and apprenticeship training facilities, including new hard hat stickers, gang box stickers and posters emphasizing the importance of recognizing and avoiding workplace hazards in the shop and field.



The 2014 Zero Fatality campaign will be expanded to include shop fabrication facilities throughout the United States and Canada. The International Association's Safety and Health Department and Shop Department are working together to launch a "shopmen's safety and health campaign to target the deadly dozen shop hazards" that have accounted for the highest percentage of fatalities and disabling injuries to our shop members. Many of our signatory contractors employ our members to perform shop fabrication and field installation to meet the market place demands. It is the International Association's goal to expand our efforts to increase safety performance for our shop members and contractors.

John Bielak, director of the shop department is taking many bold steps to increase work opportunities for shop members throughout the United States and Canada, and preventing fatalities and disabling injuries is one of them. Hard-hat stickers, gang-box stickers and posters will be provided to shop workplaces, local unions and training facilities. The campaign will focus on the "deadly dozen shop hazards" and challenge shop members to embrace the "See Something - Say Something" to help recognize and avoid workplace hazards.

The Safety and Health Department will publish periodic reports to update our members, contractors, and regulatory agencies on our progress to pursue zero fatalities and help our members to "finish strong and finish safe in 2014."



2014 IPAL President's Club

## Iron Workers Political Action League

Henry Brow	Steven Grogan	Jim McEuen	Bruce Scott
Richard Burkett	James Hetzel	Kenneth Miller	Robert Self
Deryl Damboise	Iron Workers Retirees	Gilbert Peralta	Ray Trujillo
Patrick "PD" Davidson	Assoc. #378	James K. Pruett	John David Wilson
Anthony Doria	Leif Iversen	Timothy Reeder	Robert Wright
Richard Foltz	Robert Lux	Emilio Rivera	Richard E. Zampa
Thelbert Frisby	Ronald McCurry	Bruce Rollings	Richard L. Zampa
Jason Gallia	Jeff McEuen	Larry Rostron	

How many of you are familiar with the Iron Workers Political Action League (IPAL) and the purpose it serves the Ironworker membership? The objective of IPAL is to increase the political and legislative influence of the Iron Workers. The success of electing pro-union and pro-worker candidates to public office, as well as advocating on behalf of the Iron Workers, and lobbying legislation that critically affect the livelihood of the members and their families greatly depend on your contributions.

To excel in the 21st century, the Iron Workers must continue to build political power by increasing membership, raising funds via the IPAL contribution and becoming politically active. Anti-union politics must be recognized as a serious threat, but by building power amongst ourselves we can accomplish to supersede this critical challenge.

As a member of this union, you should definitely consider how your contribution can significantly impact IPAL and help achieve the goals at hand. By contributing \$200 annually, you are participating in attaining so much for our union and solidifying our presence in the political arena. You have the opportunity to take a stance and make a difference for your benefit as well as that of your brother and sister Iron Workers. You can make this contribution at the Union Hall, or you may mail in a check to our International headquarters in Washington D.C. Should you remit your contribution to our headquarters directly, please inform the staff at the Union Hall so that your name may be reflected in the newsletter and on our website. It really is that simple!

## ATTEND A MEMBERSHIP MEETING!

Did you know that Local 378 holds monthly membership meetings at the Union Hall every second Thursday of every month, starting at 7:00 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, as open discussion is promoted. These meetings offer the opportunity to convene with your fellow Ironworkers in a relaxed atmosphere and are an excellent time to establish a sense of camaraderie with one another.

Your Local Union is only as strong as you make it by being an active participant. After all, these meetings are held for you-our members!

Let's make our Local the strongest one in the International Association. **Please join us at the next membership meeting on April 10, 2014.** Remember, doors open at 6:00 p.m. and you must bring a current dues receipt!



### Good News

We can take pride in knowing that we have not had any OSHA or OH&S citations or work orders in 2013. In fact, at many branches we have been accepted into SHARP and CORE programs, and where we don't qualify due to various local requirements, we have requested OSHA visits to see if they can assist us in creating the safest possible environment for our team.

The following graph shows our Illness & Injury Rate (IIR) for the first 6 months of 2013. The good news is that we continue to show improvement in reducing the frequency and severity of our injuries with a 2013 Year to Date IIR of 2.6 versus an IIR of 3.5 in 2012.



### More Work to Be Done

Good news, right? But the numbers still represent 51 injured teammates across North America so far this year. Our goal is 0.

What do more than 90% of our injuries have in common? They happen as a result of human error or poor judgment leading up to the injury. A recent safety training from Safe Start identified four states of mind that lead to an injury:

- Rushing
- Frustration
- Fatigue
- Complacency

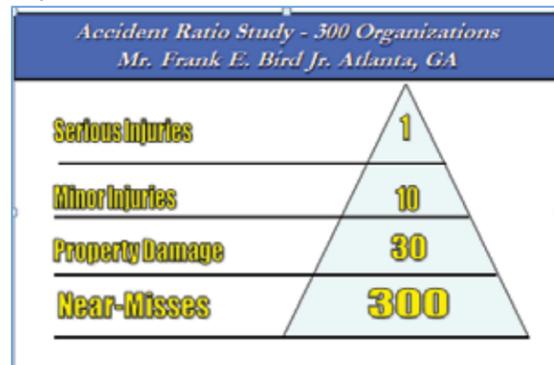
### Combat Complacency

How can we reduce or eliminate complacency? One proven technique is the process of Near Miss Reporting or Safety Observations and analysis of close calls and small errors. Last year we issued a pocket-sized notebook and, in some cases, branches developed their own simple form to make reporting easier.

The purpose is not about finding someone to blame, but rather taking a few minutes to record a near miss, incident, or hazard that both the local team and other branches can learn from to avoid similar concerns. The act of recognizing the near miss or incident and recording it triggers an awareness of hazards that can help individuals and teams avoid being complacent. It collectively builds our knowledge and awareness of potentially dangerous situations before an accident can happen.

### Call for Action

We have several branches that have filled out dozens of hand written Near Miss or Safety Observation Reports, but many more have not completed any. We know the risks are similar from shop to shop or project to project in the field. Therefore we need all teammates at every branch to report near miss and minor incidents. We want all managers and supervisors to actively promote the use of Near Miss Reporting. This graph shows why studying and avoiding near miss incidents is important.



Report Near Miss incidents. Learn from them. Avoid injuries and accidents.

## The Iron Café

### Turkey Chipotle Chili with Pepper Jack Cheese Corn Cake Toppers

#### Ingredients

- 2 tablespoons extra-virgin olive oil
- 2 lbs. ground turkey
- 1 medium onion, chopped
- 4 cloves garlic, chopped
- 1 rounded tbsp. chili powder, a palm full
- 4 chipotles in adobo, chopped
- Salt
- 1 cup Mexican beer
- 2 cups chicken stock
- 28 oz. can, chopped roasted tomatoes
- 1 can red kidney beans, drained
- 8 ½ oz. package corn muffin mix (i.e.: Jiffy Mix) prepared to directions on box for corn cakes
- 1 1/2 cups shredded pepper jack cheese,
- 2 tablespoons butter

#### Directions

Heat deep skillet/wide pot over medium high heat. Add oil and turkey. Crumble meat as it cooks, roughly 3 minutes. Add the onions and garlic, chili powder, and chipotle. Cook another 5 minutes. Season with salt and add beer and cook another minute, stirring to loosen any bits from the bottom of the pan. Add the stock, tomatoes, and beans and bring to a bubble. Reduce heat and simmer 10 minutes.

Heat a nonstick griddle pan over medium high heat. Mix batter and cheese together. Rub grill with butter, nesting the butter in a paper towel to hold on to it. Ladle the batter to make 3-inch cheese and corn cakes. Cook 3 minutes on each side, until golden. Transfer them to a plate and cover with foil to keep warm.



Serve bowls of chili with cheese-corn toppers -- like a spicy, corn topped chili pot pie.

### Bread Pudding

#### Ingredients

- ¼ cup butter, melted
- 2 cups of half & half milk
- 2 cups regular milk
- 1 lb. loaf of French bread, torn into small pieces
- 3 eggs, lightly beaten
- 3 cups of sugar
- 4 tsp. vanilla extract
- 1 ½ tsp. ground cinnamon
- ¼ cup raisins
- ½ lb. unsalted butter
- 1 cup heavy cream
- 1 cup brown sugar
- ½ cup chopped, toasted pecans

#### Directions

Preheat oven to 325 degrees F. Coat a 13x9-inch baking dish with 1/4 cup melted butter.

Pour half and half and milk over bread in a large mixing bowl; let soak for 10 minutes before gently stirring. Stir eggs into the bread mixture until incorporated. Add sugar, vanilla extract, cinnamon, and raisins respectively, stirring each addition into the mixture before adding the next. Spoon bread mixture into prepared baking dish.

Bake in preheated oven until bread mixture is firm and pudding-like, about 50 minutes.

Stir 1/2 pound unsalted butter, heavy cream, and brown sugar together in a heavy saucepan; bring to a boil. Reduce heat to low, stir pecans into the cream mixture, and simmer until the sugar is dissolved and the sauce thickens, about 5 minutes; pour over bread pudding to serve.





## Are you interested in working at a Refinery?

Effective February 2014: RSO, Shell Martinez site specific, Chevron Richmond site specific, and Tesoro Martinez site specific courses with OSCA are required to be scheduled with Iron Workers Local 378 Hall at (707) 746-6100 or in-person at 3120 Bayshore Road, Benicia.

All active Local 378 Journeymen and Apprentices are eligible to register with our office at no cost to the member. If you previously paid for a course and are seeking a reimbursement from our office, please bring in your receipt, proof of purchase and OSCA card immediately as we will ultimately no longer be reimbursing for this item.

Should you require further clarification in scheduling or reimbursements, please speak with Iron Workers Local 378.



## Ironworkers...On the Safe Side



### Aerial Lift Equipment: Recognizing and Avoiding Common Hazards

The use of aerial lift equipment has become more prevalent on projects throughout the United States and Canada. However, incident trends pertaining to the use of this equipment continues to contribute to fatalities and disabling injuries. This article highlights the common hazards associated with the use of aerial lift equipment that our members may face on future projects. The International Association's "2014 ZERO Fatality" campaign targets the deadly dozen hazards including the use of all types of aerial lift equipment.

Aerial lift equipment is sometimes the best choice to safely access work points to make beam to column connections or to perform welding, bolting and other activities. However, it is important to recognize and avoid common hazards regarding the use of this equipment. The following are some of the primary causation factors that have contributed to fatalities and disabling injuries.



#### TOP 10 COMMON AERIAL LIFT HAZARDS

- **Electrocution:** Contact with power lines
- **Overtipping:** Adverse job site conditions
- **Equipment malfunction:** Hydraulic systems not calibrated
- **Struck by vehicles and overhead equipment:** Trucks and other equipment striking equipment
- **Body fractures:** Body parts caught between equipment lift railing and structural members
- **Lift failure:** Overloading aerial lift basket with structural materials and equipment
- **Falls:** Failure to tie-off to anchorage points in aerial lift basket and exiting basket without fall protection
- **Misuse of equipment:** Failure to follow manufacturer's directions
- **Working over or near water:** Lack of protection from water hazards and rescue procedures
- **Operator error:** Lack of training on use of specific types aerial lift equipment

The photograph below illustrates adverse jobsite conditions contributing to many serious incidents. It is important for our members to recognize and avoid aerial lift hazards. Prior to using any type of aerial lift equipment, our members must receive training by their employer, equipment manufacturer or their local union training facility.



*by Steve Rank*

Executive Director of Safety and Health  
Iron Workers International

# e-mail



**info@ironworkers378.org**

**We would like to hear from you!**

**Please email us your suggestions, comments and general inquiries.**



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