



LOCAL LINE Newsletter

Oakland, CA | Volume 25, No. 4 | August 2013

IRON WORKERS UNION LOCAL 378

Business Manager's Report

Hello Brothers and Sisters, I hope everyone had an enjoyable Independence Day. I also hope everyone had a chance to take a moment and reflect on what the 4th of July means to them. Not only for the freedoms we've enjoyed and continue to enjoy as a country and the countless battles that were fought and are still going on today for us to have our independence and freedom, but within our local union as well.

We will continue to protect our freedom in this country from those who wish to take it from us and we will continue our efforts within our union to provide fair wages and benefits to our members.

One of our greatest achievements in our benefit package for our members is our Pension Plan. The Pension Plan we have and that is enjoyed by over 500

Local 378 pensioners is a defined benefit plan. This means that when you've worked and accumulated a number of pension credits and each pension credit is good for a certain amount that you will receive on a monthly basis after you retire a check for that amount for the rest of your life. That for me, Brothers and Sisters, is peace of mind knowing that at the end of your career as an Iron Worker that you will receive for all your hard work a monthly check that gives you FREEDOM and INDEPENDENCE.

That is why the officers of local 378 continue our efforts in a forward progressive direction to preserve this fund and ensure it will be there for the future generations of Iron Workers to come. I have informed you in recent articles and at our local union meetings that our Pension Plan is currently in a Yellow Zone status and under a Funding

Improvement Plan (FIP). In order for this plan to reach 81.4% funding and that is the threshold for a Green Zone status I believe we will need to be more aggressive to not only reach this funding percentage by the end of the FIP 2022 but to reach this percentage as soon as we possibly can and to have a funding percentage of 95% or higher by the end of the FIP.

None of the Delegates of the District Council Bargaining Committee or any officers or delegates before them has ever had to address the issues that face them today concerning the Pension Plan. That is why it is extremely critical that we move forward and do whatever is necessary to regain our Green Zone status. Then we will be able to increase our funding percentage to a level to where if there are issues in the Plan that will affect our funding percentage we will be able to have the flexibility to make the necessary

adjustments without falling back to a Yellow Zone status and go into another FIP.

The current funding issue to this plan is such a detriment to our organization that it makes it difficult for growth in our industry. If we are going to succeed in providing good jobs, fair wages and decent benefits for our members it is imperative that we address this issue with every resource we have available to us. I will continue to keep you informed on the status of this and all issues that affect us today and for our future.

Always fighting for you and your union,

—*Jeff McEuen*



President's Report

We are still suffering from the hard economic times of the past few years. These hard times have affected not only the construction market, but have cut into the budget of California and Federal OSHA. We have witnessed the decline in the number of job site safety inspections and the laying off of the men and women who conduct these important inspections.

Over the last six months, there have been 5 Ironworker fatalities throughout the U.S. and Canada, one of them in the California District Council. Local 378 has had numerous recordable injuries to our members since January 2013; we need to look at how we are doing our job and stay focused on SAFETY.

Ironworking is an extremely dangerous trade; we encourage you to "SEE SOMETHING—SAY SOMETHING" if you see a safety hazard or unsafe act on the job. WE are all responsible for Safety, and we need to be committed to "0" Fatalities and Injuries.

Here is something that I would like to share with you; it was posted on a job site by one of our Signatory contractors:

SAFETY IS AN ATTITUDE.

Safety is not something you can take or leave alone. It is not only for when one is being watched or supervised. Safety is not only posters, slogans, or rules, nor is it movies, investigations or inspectors.

Safety is an attitude, a frame of mind. It is the awareness of one's environment and actions all day, every day. Safety is being aware of what is going on, knowing how to recognize hazards, and how to prevent injuries. Safety does not require genius, a University degree, or even a title or rank.

All it requires is common sense, training, and a reasonable ability to see, to hear, to smell, to think and to care. It must be integrated into all daily production activities.

We expect everyone to be committed in achieving a zero injury workplace and believe that a productive day is completed when everyone goes home to their families.

September 11th will be here shortly, on this day we mark the cowardly terrorist attract on America. The Ironworkers feelings are very deep regarding this attract, for we built the Twin Towers, we were the first to respond and help with the rescue of survives and now we are rebuilding the Freedom Tower at Ground Zero. Take time to remember the victims, their families and friends on 9/11.

GOOD LUCK, WORK SAFE

Bobby Lux
President



Business Agent's Report

Hello Everyone! Hope everyone is enjoying the start of their summer. We are coming up on a new agreement discussion for our wages and benefits. The new contract agreement will be in place by June of next year. The Business Agents and Executive Board are open to hear from members regarding these issues so be sure to share your opinions and be heard. One of the items already brought to our attention are regarding cell phone safety on the job. There have been complaints regarding excessive cell phone use at job sites. Don't let yourselves be distracted on the job. It is unsafe and we all put safety first for our members. It has been suggested that language will be added to the CBA that will put limits to cell phone use while on the job Another suggested issue to address is to instill a Bay Area wage increase. It would be great to see our Bay Area Ironworkers get more money but we also need to look at the Congestion Zone items in the agreement. It would be great to see an increase in the Congestion Zone Fees come up this year since it hasn't been addressed or modified in over 10 years. These are just a few things that have been touched on so if you have any idea or opinions to contribute, please don't hesitate.

Looking forward to seeing everyone at the Annual Picnic in August! Remember, stay safe and always carry your dues receipt. I'll see you at the next meeting.

Jason Gallia
Business Agent



Apprenticeship Coordinator's Report

Brothers and Sisters,

Lee Worley, the Ironworkers International Director of Apprenticeship and Training, has announced that the 2014 Apprenticeship Competition will be held in Toronto, Canada. This prestigious event unites apprentices from all over North America to compete to determine which Ironworker apprentice is the most highly skilled. The skills tested are burning, welding, layout, knots, rigging, rebar tying, window system assembly and a column climb. There is also a 100 question written test taken directly from our curriculum.

In 2012 our apprenticeship produced two competitors for the District Council competition. From this event, Mr. Jorge Esparza Jr. earned the opportunity to represent our apprenticeship and Local 378 at the International

Competition in Indianapolis, Indiana. Although he did not win, Jorge worked very hard and represented Local 378 proudly. In 2014 I want to see one of our apprentices hoist the trophy for top apprentice in North America. If you are an apprentice or know of an apprentice with the courage to compete, there will be a meeting held on Saturday, August 24th at 9:00 a.m. at the training center in Benicia. Let's rise to the occasion and demonstrate to the rest of our brothers and sisters what we already know. The Ironworkers from our apprenticeship are the best trained and most skilled in North America.

Fraternally,

Brian Celeme,
Apprenticeship Coordinator

RETIREES KORNER

Our next Retirees meeting will be held Wednesday, August 7, 10 a.m. at the Union Hall. Our last meeting was really informative with President/BA Bob Lux and Business Manager Jeff McEuen giving an update on everything pertaining to the Local. It was followed by questions and answers.

At our next meeting we will have representatives from JMC, Journeyman Capital Management. I have personally known the guests for over 30 years. Mark Cordone and Bruce Leppla co-founded this company in 2011.

They offer years of investment expertise. They understand how important their client's retirement savings were to earn and even as well as how those assets need to be invested to meet long-term goals.

When considering a rollover from the defined contribution plan (annuity), JCM is well-positioned to offer their clients professional investment services to achieve retirement goals and I personally recommend them. All retirees are welcome. See you there.

By Dick Zampa Sr.

Tribute Announcements

| | |
|---|---------------------|
| Ronald Apaig, Member No. 787333 | 09/02/49 – 06/07/13 |
| Raymond Burciaga, Member No. 958877 | 08/28/49 – 05/01/13 |
| David Marques, Member No. 1032751 | 06/05/44 – 05/14/13 |
| Gene Smith, Member No. 583705 | 08/15/33 – 05/19/13 |
| Patricia "Patty" Wilson, Member No. 1183701 | 07/08/56 – 01/03/13 |

"Grief does not change you...it reveals you" —John Greene

ATTEND A MEMBERSHIP MEETING!

Did you know that Local 378 holds monthly membership meetings here 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. 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.

For your convenience, doors open at 6:00 p.m. so that you can pay your union dues at the window. The office staff is available to assist you in obtaining a current dues receipt until 7:30 p.m. Remember, you must present a current dues receipt to attend the meeting!

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 August 8, 2013.



Ironworkers Local 378 Annual Picnic

Saturday, August 17, 2013
Waterfront Park, Martinez CA
10:00am – 5:00pm

Purchase your tickets at the Dues Window

Retiree Member: \$5.00

Retiree Member + Family: \$10.00

Active Member + Family of 4 or less: \$15.00

Active Member + Family of 5 or more: \$20.00



It's our pleasure to invite you to Ironworkers Local 378
and Napa-Solano Central Labor Council's
ANNUAL LABOR DAY BREAKFAST

Join us in our national tribute to the contributions workers have
made to the strength, prosperity, and well-being of our country

"the strength and esprit de corps of the trade and labor organizations"

Keynote Speakers

State Superintendent Tom Torlakson

Congressman John Garamendi

Senator Lois Wolk

Assemblymember Mariko Yamada

Assemblymember Susan Bonilla

Assemblymember Jim Frazier

Venue: Ironworkers Local 378 Hall

3120 Bayshore Road, Benicia, CA 94510

Timing: 9am-12pm

Date: September 2, 2013

Costs: Adults \$30.00; Children \$5.00 (4-12); under 3 free

For reservations, contact Brenda Mattson at NSCLC

2540 N. Watney Way, Fairfield 94533

Phone: 707-426-6454, e-mail: brmatto@msn.com



Open Enrollment



Date: 10/19/2013

Time: 10am—2pm

*Don't miss out! It's only
once a year!!*



- Representatives from the Trust Fund and the following Providers will be available to answer any questions you may have regarding your benefits:
 - Vanguard
 - Envision RX
 - Healthways Disease Mgmt.
 - Anthem/Blue Cross
 - Kaiser
 - Delta Dental
 - Health Net Dental
 - United Concordia
 - Spectera Vision
 - Vision Service Plan
- 80 free flu shots will be provided by Kaiser on a first come, first serve basis
- American Red Cross will be hosting a blood drive. The need is constant- the gratification is instant! Help save a life!

Iron Workers Local 378 Union Hall
3120 Bayshore Road
Benicia, CA 94510



2013 IPAL President's Club

Iron Workers Political Action League

Herbert Brabant
Bob Bremer
Henry Brown
Deryl Lee Dambiose
Patrick "P.D." Davidson
Chris Derrico
Anthony Doria
Jesse Esquivel Jr.
Jason Gallia
Ironworkers Local 378
Women's Club

James Hetzel
Keith Hunter
Fredrick Kaddu
Steve Kaspar
Robert Lux
Carl Lynn
Iron Workers Retiree's
Association #378
Ronald McCurry
Jeff McEuen
Joe Medina

Kenneth D. Miller
Gilbert Peralta
James K. Pruett
Timothy Reeder
Emilio Rivera
Larry Rostron
Bruce Scott
John Spinola
Bruce Swanson
Ray Trujillo

Joy Vaughn
Richard Wagner
Robert Wright
Timothy Wright
Lynn Yost
Donald Zampa
Richard E. Zampa
Richard L. Zampa

Iron Workers Political Action League—PRESIDENT'S CLUB

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!

Visit your Local 378 Website www.ironworkers378.org

Have you recently visited our website? We are constantly updating and adding new and useful information to our site for your knowledge and enjoyment. Take a look at our Guestbook, where you can submit comments and leave a greeting to the membership as well as read entries made by other members. Visit our Photo Gallery to take a look at photos of various Ironworker events, rallies, and fellow Ironworkers on the job. View our list of Signatory Contractors in case you may need their information for job-related inquiries or you can check out the JIW Retraining schedule for 2013 and a Q&A section on general union and membership information.

Did you know that you can browse through our past Local Line newsletters in case you may have misplaced your copy? Or how about view our IPAL President's Club? Find out details on how you can join the President's Club and view your name on the list. You can also catch up on upcoming events, announcements and so much more! The website is for your full benefit as a member of this Union!



“Shrimp & Fish Ceviche”

Ingredients:

- 1 lb. small/medium shrimp, peeled and deveined
- 2 tilapia fillets
- 2 tomatoes, diced
- 1 onion, chopped
- ½ bunch cilantro, chopped
- 2 carrots, grated
- 4 serrano chiles (fresh), chopped
- 4 pickled serranos, chopped
- ¼ cabbage, chopped
- 1 cucumber, peeled and diced
- 1 cup of lemon juice (from 6 lemons)
- 1 avocado, peeled and cut into 1/2 inch chunks

Preparation:

Boil saucepan/pot of water with 2 tbsp. of salt and cook fish and shrimp for 2–3 minutes (ready when the shrimp begins to turn light pink and fish begins to look white). Remove the fish and shrimp with a slotted spoon and place into a bowl. Cut the shrimp in half chunks and shred the fish. Mix in the lemon juice, cover, and refrigerate for ½ hour.

Add in the tomato, onion, cilantro, carrots, chile peppers, cabbage and cucumber. Mix well. Refrigerate an additional ½ hour and garnish with the avocado when ready to be served. Add hot sauce, if desired. Ceviche can be eaten on tostadas or with chips.



“Granitas”

Ingredients:

- 1 cup hot water
- ¾ cup sugar
- 2 tbsp fresh lemon juice
- 3 cups sliced strawberries, plus additional for garnish

Preparation:

Stir first 3 ingredients in small bowl until sugar dissolves. Blend 3 cups of strawberries in a food processor until smooth. Add sugar syrup and blend until combined. Pour mixture into a 13x9 inch nonstick metal baking pan; freeze until icy around edges, approximately 25 minutes.

Using a fork, stir icy portions into middle of pan. Freeze until mixture is frozen, stirring edges into center every 20-30 minutes, about 1 ½ hours total.

Using fork, scrape granita into flaky crystals; cover tightly and freeze. When ready to serve, scrape granita into bowls or glasses and garnish with fresh strawberries.

Have you obtained at least one of these useful credentials recently?

OSCA CARD-

Chevron Division Specific Training (DST) and Richmond Refinery Contractor Safety Indoctrination (RRC SI) are being offered. The classes are on a walk-in basis, Monday-Friday between 6AM and 3PM, and the computer based courses take approximately 2 hours. The total cost for the card is \$32.00. You may arrange evening/weekend classes by calling Suzanne Jeffcoats at (925) 570-1727.

RSO-

Refinery Safety Overview card can be obtained after completing the 4-hour instructor-led course. This card is valid for 2 years, meets Cal-OSHA standards and is accepted at all California and Washington state refineries. Online, fax or walk-in registration is available. The total cost for a RSO card is \$40.

TWIC-

The Transportation Worker Identification Credential is a biometric credential that ensures only authorized workers are eligible to gain unescorted access to secure areas of maritime facilities and vessels regulated by the Maritime Transportation Security Act (MTSA). The total cost to obtain a TWIC card is \$132.50 and is good for 5 years. You can visit the enrollment center Monday –Friday between 9AM and 5PM.

For more information on the OSCA and RSO:
Call: (925) 335-5000.

For more information on the TWIC card:
Call: (866) 347-8942

The enrollment center for these credentials is located at: 1805 Arnold Drive Martinez, CA 94553



NOTE: Local 378 is now reimbursing our membership for the OSCA, RSO and TWIC cards. In order to receive your reimbursement, please bring your card and receipt to the Union Hall so we may take copies of each. Reimbursement checks for OSCA and RSO will be generated by the Local and will be ready in approximately 1-2 weeks, while reimbursement checks for TWIC will be disbursed by IMPACT and may take up to 4 weeks for the Local to receive.

Have You Heard of Honorary & Lifetime Membership?

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

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 5 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. 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 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.

UPDATES

INCREASE

In accordance with the provisions of the current Agreement effective July 1, 2011 through June 14, 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 July 1, 2013. The total monetary increase of \$1.00 per hour effective July 1, 2013 has been allocated by the Union to trust fund contributions as follows:

Pension Plan:

The contribution rate to the Pension Plan has increased from \$8.31 to \$9.31 for each hour paid and/or worked.

BIOMETRIC SCREENING:

The deadline for the Biometric Screening has been extended to October 31, 2013. This screening applies to all Active, Retirees, Non-Medicare members and their spouses. If you are on Medicare, but your spouse is not, then your spouse must still complete the screening by the date mentioned above. Those who do not comply will receive a reduction in benefits to take effect January 1, 2014. If you have not received an information packet from the Trust Fund, you may call the phone numbers below to set up an appointment to complete your screening.

Quest Diagnostics (Blue Cross members):

866-908-9440

Kaiser: 818-557-3964

VACATION CHECKS:

This is a friendly reminder that your Vacation checks will be mailed by the Trust Fund at the beginning of August. These checks will cover the pay period of

March, April and May 2013. If you do not receive your vacation check in a timely manner, please contact the Trust Fund directly at (800) 527-4613. There is a possibility that a delay in receiving your vacation check can be due to an outdated address on file at the Trust Fund.

ALERE TOXICOLOGY IS OUR NEW TPA FOR IMPACT:

This notice is to inform you that Mobile Medical Corporation (MMC) is no longer in contract with IMPACT. Effective May 1, 2013, Alere Toxicology is our new Third Party Administrator for the IMPACT substance abuse program. The office staff at the Union Hall will now set up your appointments so that you may take your annual drug test.

You will no longer be able to test with an authorization code; you will now be required to take an authorization form to the clinic that will be conducting your test. You may pick up the authorization form at the Union Hall or you may have it emailed to you and your results will become available 24-48 hours after completing your test. We strongly encourage you to keep track of your annual test date, as you will no longer receive a notice informing you of an upcoming annual and/or random test. It is your responsibility to be certain that you are current on your IMPACT test. If you are not current, you will not be able to take a dispatch from the Union Hall until a current test result can be verified.

If you have received a notification from MMC, please do not disregard the notice and contact the Union Hall immediately so that you do not miss your deadline. Please note: you are no longer able to test at the clinics used by MMC.



EFFECTIVE AUGUST 1, 2013 **THE LOCAL WILL BE CHARGING A CONVENIENCE FEE** **ON ALL CREDIT AND DEBIT CARD TRANSACTIONS.**

AMERICAN EXPRESS CARDS
WILL NO LONGER BE ACCEPTED.

We apologize for any inconvenience
and thank you for your cooperation.

Ironworkers...On the Safe Side

Near Misses in Three Column Collapses Attributed to Anchor Bolt Failure and Lack of Guying

The Safety and Health Department was notified of three near-misses involving anchor bolt failure of two structural steel column collapses, and the collapse of a rebar column. We are thankful that no Ironworkers or other workers on the job sites were injured during these incidents. Collapse of structural steel columns due to anchor bolt failure and rebar column collapse due to improper guying are two of the “deadly dozen” hazards that are targeted in the “**2013 ZERO Fatality Campaign**”. This safety bulletin reemphasizes the importance of recognizing and avoiding defective anchor bolts that have been altered or modified, and rebar columns that have not been guyed or braced to prevent collapse.

The first two near misses involved anchor bolt failure of a fifty-foot and sixty-foot steel column. After investigation, the primary causation factor was attributed to improper anchor bolt modification and installation by another concrete contractor. The anchor bolts were not positioned correctly by the concrete contractor and were later cut-off and repositioned. The concrete company failed to install the replacement anchors correctly and with the approval of the project structural engineer of record.

Quick reference checklist pertaining to column anchorage, written notifications, repairs, and rebar column stability:

- ✓ Prior to steel erection, the controlling contractors must provide the steel erector with written notifications of concrete strength and any repairs or modifications to anchor bolts.
- ✓ Steel erection cannot begin unless the concrete strength in piers, walls and footings are at least 75 percent of intended design strength.
- ✓ Columns must be anchored by a minimum of 4 anchor bolts.
- ✓ Anchor bolts and base plates must be designed to withstand a 300 pound eccentric load placed 18 inches from outer face and top of columns.
- ✓ Columns must be set on level finished floors, pre-grouted leveling plates, leveling nuts, or shim packs which are adequate to transfer the construction loads.
- ✓ All columns must be evaluated by a competent person to determine if guying is necessary.
- ✓ Anchor bolts must not be repaired or field modified without the approval of the project structural engineer of record.
- ✓ Guying and bracing systems for rebar columns must be designed by a qualified person.
- ✓ Anchorage points and adequate materials must be provided prior to the erection of rebar columns.
- ✓ Guying systems must be installed and removed under the direction of a qualified person.
- ✓ Rebar columns must be built and hoisted to prevent collapse.

The Safety and Health Department will continue to work closely with the National Training Fund, Department of Reinforcing, and IMPACT to develop new training materials that reflect new safety standards. The International Association “**2013 ZERO Fatality**” campaign targets the deadly dozen serious hazards, which includes common activities such as maintaining column stability. Our goal for 2013 is to pursue a downward trend to achieve zero fatalities from structural steel column collapse and rebar column collapse incidents. We encourage our members to “**See Something — Say Something**”, to help recognize and avoid workplace hazards.

I will continue to work closely with District Councils, Local Unions, and IMPACT Regional Advisory Boards throughout the United States and Canada to promote the 2013 Zero Fatality campaign and help improve safety performance in the workplace. If you have any questions regarding column stability situations, please contact the Safety and Health Department at (202) 383-4800.

by Steve Blank
Executive Director of Safety and Health
Iron Workers International



www.ironworkers378.org

We're on the web!

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