



# LOCAL LINE Newsletter

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IRON WORKERS UNION LOCAL 378

## Business Manager's Report

Hello Brothers and Sisters and I hope 2015 is starting out to be a great year for all of you. The work outlook is very good and anyone who wants to work should be working providing that you have the right qualifications and certifications. If you're at the hall and you're waiting for a particular type of job chances are you're not obtaining or maintaining your skills and certifications that will keep you working.

We receive many calls from contractors about projects and we are asked if we'll be able to supply them with qualified people for these projects. I see plenty of people on the out of work list that could be working if only they would utilize the best training facility for Iron Workers in the nation and obtain and maintain their certifications. **What does it mean to be a JIW?**

Answer: To be able to come to the hall and take any call from the dispatch window. Don't let the lack of training be the reason that you're not working. **DON'T BE A ONE DIMENSIONAL IRON WORKER!**

We had a lot of issues in 2014 that we as a union needed to address. Of these issues and probably the most important is our Pension Plan. Where this issue and the steps taken to preserve this plan caused us to come divided amongst ourselves in some ways. When our Pension Plan came to be in the state that it is in we needed to make decisions, very hard decisions to insure we have this benefit at the end of all our Iron working careers. We will not be able to overcome these adversities if we become divided. Our strength is our unity. Together we can accomplish anything.

In December of 2014 Congress passed a bill which President Obama signed and contained in this bill is pension



legislation called the "Multiemployer Pension Reform Act of 2014" (MPRA). The language in the MPRA did not allow the Pension Protection Act (PPA) to sunset meaning the PPA is here to stay. Also the Pension Benefit Guaranty Corporation (PBGC) premiums will increase from the current rate of \$12 per participant to \$26 per participant in 2015. This premium was set to increase to \$13 per participant in 2015 but studies show that the PBGC could be

headed for a financial shortfall and for that reason the increase was doubled. You as the member will only see this on the Annual Pension Statement under the plans operational expenses.

There is a significant amount of language associated with the MPRA and probably the most concerning to us is that if a pension plan such as ours were to show signs of a declining funding percentage to the point of sliding into an "Endangered Status" that plan trustees can take action in the

way of eliminating or reducing already accrued benefits. I've been informed from a written summary by our plan actuaries on the MPRA that the action we took in negotiations and the aggressive recovery methods that are now in place that our accrued benefits will not be affected.

This shows just how important it is for us to make sure that we make the correct, calculated decisions concerning our Pension Plan and all our benefit plans to ensure they will be available to all of us throughout our Iron Working careers. We can only achieve this if we work collectively and diligently to reach our goals and to protect these precious benefits that are becoming more and more scarce throughout the country.

Always fighting for you & your union,

*Jeff McEuen*

# President's Report

HAPPY NEW YEAR!

I hope you and your family enjoyed the holidays and everyone is in good spirits and in sound health.

2014 was an outstanding year for work and 2015 is shaping up to be even better.

The Local will have work in many areas: refineries, glass plants, the auto industry, infrastructure, educational facilities, government centers, high rise buildings, hospitals, research and the high technology industry.

The upcoming year still brings the battle with the anti-union opposition. What we need to do as Union Iron Workers is work to change the perception of how the opposition perceives what WE STAND FOR. When the opportunity arises, ask the question, "Where would the country be without Unions?" No job safety, no 40-hour work week, no overtime, no social security, no prevailing wage, no retirement, NO MIDDLE CLASS.

The New Year gives members of Local 378 the opportunity to make some resolutions. As President, I would like to recommend a few:

1. PUT SAFETY FIRST
2. DO THE JOB RIGHT THE FIRST TIME
3. LIVE BY THE STANDARDS OF EXCELLENCE
4. MAINTAIN A GOOD ATTITUDE
5. MENTOR NEW APPRENTICES
6. THANK A RETIREE FOR ALL THEY HAVE DONE FOR THE LOCAL

Again, I want to thank you for your continued support to the LOCAL.

*Bobby Lux*

President/Business Agent



# Business Agent's Report

Greetings Everyone!

Well, my friends it looks like 2014 was another very productive year in the Iron Worker world. Many of the Iron Workers started and completed some very big jobs with great success. It was a busy year with a lot of good work. I would like to personally give a "Thank You!" to our workers who represented our trade so well and kept our reputation in good standing with so many companies. We can certainly look forward to these companies reaching out to us again when their job calls for it and using Iron Workers more than ever. This will increase our market share on job sites and maintain an even bigger presence on these job sites in the coming years.

The Annual Children's Holiday Party was a fun time! Santa was on-hand to give stockings and gifts to our Iron Worker Kids and, thanks to the kitchen crew, our bellies were kept full of goodies. It is always nice to see our families celebrating together and we hope to see even more of you next year!

We welcome 2015 with open arms and open minds! We are strong and only getting stronger so this next year promises to be productive and exciting. Some upcoming projects are a solar power project in Contra Costa County and more wind turbines coming to Alameda.

Remember to always carry your dues receipt, practice safe working habits and stay involved and educated by attending the meetings.

With Thanks,

*Jason Gallia*

Vice President/ Business Agent

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# Business Agent's Report

By the time you receive this Christmas and New Year's will have come and gone. I hope you all had a great Christmas with friends and family, and a safe and happy New Year.

Did you make a New Year's resolution? How about make one to be a better Union member? It is as easy as attending your local union meetings. Paying your dues on time (don't forget about the 11 for 12 promotion). Join the IPAL club. Anything that you didn't do last year, but do this year, is a step in the right direction.

I have been working hard on trying to regain our market share in certain areas that we have lost. Namely big box stores and rebar for tilt-ups. We still get prevailing wage projects, but we don't do any private work in these areas. As Jason has mentioned in his last couple of reports, there is over 6 million square feet of tilt-up in our area that we are not doing. This is a huge opportunity for us, and I for one want to get as much as we can.

I have been working close with the Organizer out of Local 118, Karl Penio, and together we have met with many non-union companies trying to put together a MOU for doing this private work. We are getting very close to a deal, but we still have a few bugs to work out.

Call the hall and update your records. I know I am beginning to sound like a broken record but it happens every week. I try to call a member and the number we have on file is bad. There are many missed opportunities at jobs because you can't take 60 seconds out of your day to give us a good contact number.

Be sure to stay safe on the job site and watch out for your brothers and sisters out there.

Best regards,

*Kenneth Miller*

Organizer/Business Agent

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# Apprenticeship Coordinator's Report

Greetings everyone.

Please go to our apprenticeship website, [www.universityofiron.org](http://www.universityofiron.org) to access our Journeyman re-training schedule for the spring of 2015. Take advantage of the many training opportunities to increase your skill set. Our Benicia welding shop is open Monday through Saturday from 6:30 a.m. to 3:00 p.m. except on Tuesdays, when we close at 8:00 p.m. The San Francisco welding shop, located at 570 Barneveld, is open Mondays, Wednesdays and Saturdays. Mondays and Wednesdays the shop is open from 10:00 a.m. to 7:00 p.m. Saturdays in both San Francisco and San Jose, at 760 Hillsdale ave., the shop opens at 7:00 a.m. and closes at 3:30 p.m.

Fraternally,

*Brian Colombo*

Apprenticeship Coordinator



# RETIRES KORNER

By: Dick Zampa Sr.

Happy New Year. Hoping your holidays went well for you.

The 1.01 Trillion spending bill that just passed by the House and the Senate will keep most of the Federal Government funded through September of this year. However, there are always a few so-called “riders” (Amendments) attached to the Bill that will change things. One change, close to our hearts is a new Federal Law, changing one which has been in effect for 40 years, to apply to multi-employer pensions where a group of businesses in the same industry join forces with unions to provide pension coverage for employees.

With the passage of the last California District Council contract, I believe we should be in good financial shape with the funding program put into place. However, this change can affect many multi-employer pension plans like ours.

The new ruling could allow the plan to alter financially your monthly pension payments, 13th checks, etc. to balance the Plan prior to falling into the Red Zone.

Again, I believe we currently on Pension are in good shape and just missed the bullet by our passing of the last negotiated contract and our current funding plan. I have requested our Business Manager and Trustee, Jeff McEuen, to give us an update on this issue at our February 4, 2015 Retirees Association meeting. So, mark your calendar and try to attend this meeting if possible.

See you there.

# RETIRED MEMBERS

**Have you applied for Lifetime Membership yet? Would you like to still remain active as a Retiree within your Union?**

Have you contacted the Union Hall to inquire if you are eligible for *Lifetime Membership*? This is a membership which the Union offers **by application only** 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/ considering retirement to look into their eligibility for this membership because the misconception among most of our members is that union dues are automatically lowered for retirees, and this is not the case. The staff at the Union Hall can assist you if determining if you qualify.

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, pension and much more.

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

# Tribute Announcements

Antonio Garcia, Member No. 702114 ..... 09/23/36 – 12/15/14

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

# UNION VETERANS COUNCIL

The International Association of Iron Workers along with other AFL-CIO affiliates have formed the **Union Veterans Council (UVC)** in order to better advocate on behalf of our veteran members and families. In June 2014, we requested, via email and Facebook notification, for all veterans of Local 378 to share their names for a tribute to be published by our International Association. If you received the November 2014 issue of *The Ironworker*, you may have noticed that over 80 members of Local 378 shared their names and were recognized by the Ironworkers Political Action League for their dedication, courage, sacrifice, and service to our country.

If you found that you were not on the list, and you are a military veteran, please consider joining the Union Veterans Council, by registering online at [www.ironworkers.org/get-involved/union-veterans-council](http://www.ironworkers.org/get-involved/union-veterans-council).

If you have further questions, concerns, or suggestions, please contact our International's Political and Legislative Director and Vietnam veteran, Dave Kolbe, via phone at (202)383-4805 or via email at [tpolucha@iwintl.org](mailto:tpolucha@iwintl.org).

The following information must be submitted for enrollment in the UVC:

1. Full Name
2. Membership No.
3. Address
4. Local Union
5. Email address (if you do not have an email, please consider sharing a relative's email to receive updates)
6. Military Branch
7. Years of Service
8. Indicate whether you have you served overseas
9. Indicate whether you are currently a member of any of the following veteran service organizations (VSO's) and, if so, do you hold office in any?
  - American Legion
  - AMVETS
  - Disabled American Veterans
  - Iraq and Afghanistan Veterans of America
  - Iraq War Veterans Association
  - Veterans for America
  - Veterans for Peace
  - Veterans of Foreign Wars
  - Vietnam Veterans of America
  - Other (please list)





## 2015 IPAL President's Club

# Iron Workers Political Action League

Patrick "PD" Davidson  
Jason Gallia  
Robert Lux

Jeff McEuen  
Ken Miller  
Mark Phelan  
James K. Pruett Sr.

John Spinola  
Jack Strickland  
Richard E. Zampa

How many of you are familiar with the Iron Workers Political Action League (IPAL) and the purpose it serves the Iron Workers 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!

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## Agent Orange Registry Health Exam for Veterans

VA's Agent Orange Registry health exam alerts Veterans to possible long-term health problems that may be related to Agent Orange exposure during their military service. The registry data helps VA understand and respond to these health problems more effectively.

This exam includes an exposure history, medical history, physical exam, and any additional tests if needed. A VA health professional will discuss the results face-to-face with the Veteran and in a follow-up letter.

Important facts about registry health exams:

- **Free** to eligible Veterans and **no co-payment**
- **Not a disability compensation** exam or required for other VA benefits
- Enrollment in VA's health care system **not necessary**
- Based on **Veterans' recollection** of service, not on their military records
- Will **not confirm** exposure to Agent Orange
- Veterans can receive **additional registry exams**, if new problems develop
- Veterans' family members **are not eligible** for an Agent Orange Registry health exam

The Veterans who are eligible for the Agent Orange Registry health exam are the following, but not limited to:

- Vietnam
- Korea
- Thailand
- Veterans who may have been exposed to herbicides during military operation

**Contact your local VA Environmental Health Coordinator about getting an Agent Orange Registry health exam by calling 1-800-382-VETS.**

# Ironworkers...On the Safe Side

## Drop-Test on Rebar Determines Impalement Hazard and False Sense of Security

The Safety and Health Department has been notified that an unsafe practice of bending rebar dowel ends is being used in lieu of appropriate protective covers. This safety bulletin highlights a recent rebar drop-test on “dowels fabricated with 90 degree bends and caned ends” to illustrate the impalement hazard and “false sense of security” of this unsafe condition. The photograph below illustrates the results of a drop-test using a 250 pound sand bag that was dropped 10 feet on #5 rebar dowels. The dowels were fabricated with 90 degree bends and caned ends, and spaced on 12 inch centers.



In an effort to observe and evaluate impalement hazards under similar workplace conditions, drop-tests on rebar were conducted at the Ironworkers Regional Training Facility in Benicia, CA. The Ironworkers International Union, officials from the California OSHA Research and Standards Unit, Western Steel Council, and other reinforcing steel stakeholders observed test-drops to evaluate and document the drop-test results.

After observing the test-drops and documenting results, Mr. Eric Berg, Principal Safety Engineer of the Research and Standards Unit for California OSHA provided an official letter of clarification to the Ironworkers International. In Mr. Berg’s letter he stated:

***“Cal-OSHA does not accept the bending or hooking of rebar as an acceptable method of impalement protection. An employer that bends or hooks rebar for employee impalement protection instead of providing approved covers or troughs is in violation of Title 8, section 1712. Such an employer would be placing their employees at risk of serious injury”.***



The photograph on the left clearly illustrates that “rebar dowels fabricated with 90 degree bends and caned ends” DO NOT provide any protection from impalement.

**NOTICE AND WARNING:** DO NOT work above or around rebar that has been fabricated in this manner as a substitute for appropriate impalement covers. Always notify your employer and job steward if you encounter this hazardous condition in your work place.

# JOHN H. LYONS SCHOLARSHIP

The John H. Lyons, Sr. Scholarship Foundation, honoring the memory of the late General President of our International Association, has helped numerous sons and daughters of Iron Workers to attend college. Scholarship awards are competitive and an independent committee of judges comprised of admissions specialists and university professors will determine winners. Once awarded, scholarships are renewable for three additional years provided recipient continues to meet academic and other eligibility standards.

Applications are being accepted electronically at [www.ironworkers.org](http://www.ironworkers.org) until June 1, 2015. Please visit the website for scholarship rules and application requirements.



## 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 February 12, 2015.** Remember, doors open at 6:00 p.m. and you must present a current dues receipt!



*Super Bowl snacks should be crowd-pleasing, delicious, and easy to eat. Don't be afraid to use your hands!!*

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### Chicken Wings w/Angry Sauce

#### Ingredients

- 6 lbs. chicken wings
- ¼ cup canola oil
- Kosher salt
- Freshly ground pepper
- 1/3 cup gochujang (Korean chile paste)
- 2 tablespoons gochugaru (Korean chile powder)
- 2 tablespoons sugar
- 1 tablespoon toasted sesame oil
- 1 tablespoon water
- 2 teaspoons unseasoned rice vinegar
- 2 teaspoons soy sauce
- 2 teaspoons minced peeled fresh ginger
- 1 teaspoon minced garlic
- Sesame seeds and thinly sliced scallions, for garnish



#### Directions

1. Preheat the oven to 450°. Line 2 large rimmed baking sheets with foil and coat with nonstick cooking spray. In a large bowl, toss the wings with the canola oil and season with salt and pepper. Transfer the wings, skin side up, to the prepared baking sheets and roast them for about 45 minutes, until they are cooked through and crisp.
2. Meanwhile, in another large bowl, whisk all of the remaining ingredients except the garnish with a pinch of freshly ground pepper.
3. Add the crispy wings to the chile sauce, toss to coat and garnish with the sesame seeds and scallions. Serve hot.



# Smoky Chipotle and Bacon Guacamole



## Ingredients

- 3 ripe Hass avocados
- 8 ounces bacon, cooked and crumbled
- 2 canned chipotle peppers, dried and diced
- 1/4 cup finely diced white onion
- 1 lime, juiced
- Kosher salt
- 1/4 cup chopped cilantro

## Directions

1. Scoop the avocado into a bowl. Coarsely mash it with a fork. Stir in the bacon, chipotle, onion, jalapeño, lime juice, salt and cilantro. Serve with tortilla chips.
2. Pour oil ½ inch deep in a large, heavy skillet. Heat oil over medium-high heat. Fry patties, flipping to fry them on both sides, until they are golden brown. Serve hot.

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# Queso Fundido al Tequila

## Ingredients

- 1/4 cup coarsely chopped cilantro
- 1/2 pound Monterey Jack cheese, shredded (3 cups)
- 1 small onion (cut into 1/4-inch dice)
- 3 tablespoons tequila
- Kosher salt
- 2 medium tomatoes (cut into 1/4-inch dice)
- 2 jalapeños, seeded and minced
- 1 tablespoon extra-virgin olive oil
- Cilantro, for garnish



1. Warm corn tortillas or corn chips, for serving
2. In a large skillet, heat the olive oil. Add the diced tomatoes, minced jalapeños, diced onion and a large pinch of salt and cook over moderately high heat, stirring often, until softened, about 5 minutes. Pour in the tequila and cook, stirring frequently, until the skillet looks nearly dry, about 2 minutes.
3. Reduce the heat to low. Add the cheese and cook, stirring constantly, until fully melted, about 30 seconds. Quickly transfer the queso fundido to a serving bowl. Sprinkle with the cilantro and serve immediately, with tortillas or chips.

# 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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