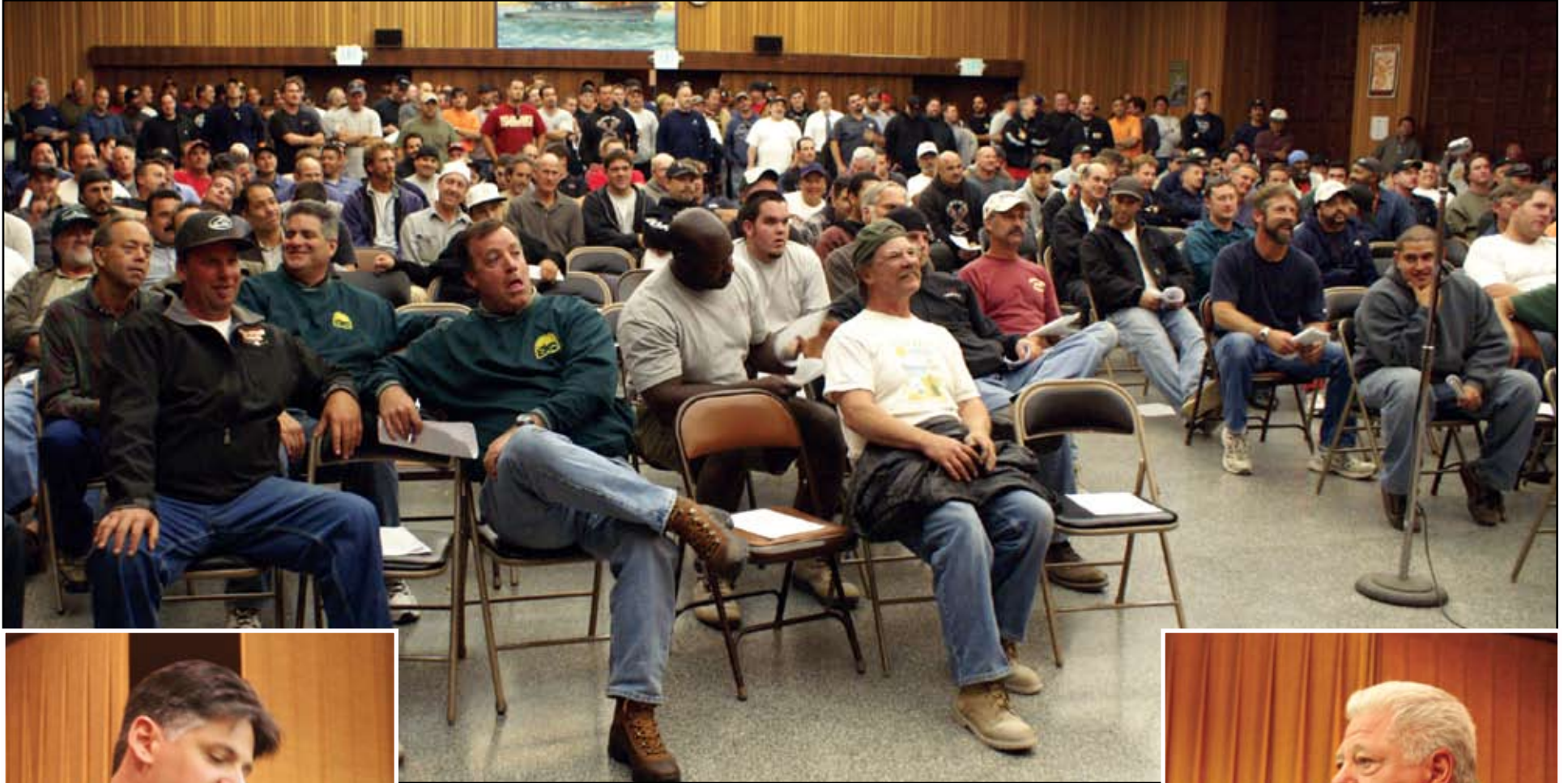


# Five Year Master Agreement Ratified



*"I am very proud of this contract. I believe it is one of the finest contracts in the entire United Association."*

*--Larry Mazzola*



## Memo to Members

by Larry Mazzola  
Business Manager



**A**s you can see from the accompanying stories, we have a new master agreement.

After negotiating with the Mechanical Contractors Association (MCA) for several months we reached a five year agreement that I believe is one of the premiere agreements in the entire United Association.

### PRIORITY ISSUES

I'm not going to go into all the details, as those are outlined in the accompanying stories. But I do want to mention a couple of important points. First, perhaps the toughest fight was maintaining the seven-hour day. The contractors requested a membership survey, but showed strong support for maintaining the seven-hour day we were able to hold the line.

I'm also very proud of the final \$26.95 wage and fringe package over the next five years. This means not only keeping up with inflation, but actually seeing an increase in real dollars while protecting our benefits.

I said it at our ratification meeting, and I'll say it again here. Benefit costs such as pensions and health and wel-

Continued on Page 8

**M**ore than 400 Local 38 members unanimously ratified, by enthusiastic acclamation at a special meeting last month, a new five year Master Collective Bargaining Agreement between the local and its signatory contractors.

The new agreement provides increases of \$26.95 in wages and benefits over the five years of the contract. Beginning July 1, Local 38 building trades journeymen received an increase of \$3 per hour in wages, with another \$2.50 going to various pension benefits (see the accompanying story for specific breakdowns).

### VERY PROUD

"I am very proud of this contract," said Local 38 Business Manager Larry Mazzola. "I believe this is one of the finest contracts in the entire United Association. This contract returns Local 38 to the position of having one of the best wage and benefit packages of any building trades union in the United States.

"I want to thank Assistant Business Manager Larry Mazzola, Jr., and the negotiating committee for their hard work in getting this agreement," he continued. "They really did their homework, breaking down our existing contract and fighting hard for the issues that were important to our membership.

"I also want to thank all the members of Local 38 who responded to our contract survey," he continued. "Between the survey and talking to members on jobsites, I think we had more membership input into this contract than in any other contract negotiation I've been involved with. And we couldn't

have negotiated a successful agreement without the overwhelming support from our members."

### TOUGH NEGOTIATIONS

The new agreement came after months of negotiations with repre-

Continued on page 8

## Terms of the new Local 38 Master Collective Bargaining Agreement

**T**he following are the most important terms of the new contract between Local 38 and the Mechanical Contractors Association, which was ratified on June 26.

1. The five year Agreement is effective July 1, 2007 through June 30, 2012.

### 2. Economic Increases

**YEAR ONE** 07/01/2007 through 06/30/2008

The total package, wages & fringes will increase by \$5.50

**YEAR TWO** 07/01/2008 through 06/30/2009

The total package, wages & fringes will increase by \$6.00

**YEAR THREE** 07/01/2009 through 06/30/2010

The total package, wages & fringes will increase by \$5.50

**YEAR FOUR** 07/01/2010 through 06/30/2011

The total package, wages & fringes will increase by \$5.00

**YEAR FIVE** 07/01/2011 through 06/30/2012

The total package, wages & fringes will increase by \$4.95

\*Total package increase over five years equals \$26.95

Year 1 \$5.50 = 7.65%

Year 2 \$6.00 = 7.75%

Year 3 \$5.50 = 6.59%

Year 4 \$5.00 = 5.62%

Year 5 \$4.95 = 5.27%

Continued on page 8

# Journeyman Classes Set to Begin in August

A broad range of supplementary journeyman classes will be offered at both the San Francisco and Santa Rosa training centers during the Fall semester, beginning in August. Classes range from courses in basic computer operation to certifications in both backflow and medical gas.

## VARIED INFORMATION

"We are very proud of the variety of classes we are able to offer our journeymen," said Training Director Steve Mazzola, in announcing the upcoming semester. "Our program can provide our journeymen with instruction in every level of the trades, from basic refresher courses covering the skills they need in the field, to the most cutting edge technology being used in the trades."

"Local 38 has always been com-

### IMPORTANT NOTE

**Apprentice and Journeyman classes will begin early this fall. Apprentice classes will begin on August 20, 2007, at both the the San Francisco and Santa Rosa Training Centers. All apprentices are expected to be on hand in the assigned classrooms on the first night of class. Journeyman, please note the new August starting dates in the Journeyman class schedule.**

mitted to training, and with the United Association's increasing focus on education, that commitment is only becoming stronger," he continued. "We know that the skills, experience and expertise of our members are what we have to offer our signatory contractors. Our classes are specifically designed to give our workers the skills they need in the field to get the job done

in an effective and efficient manner. We can say our workers are the best, because we know our training is the best."

Local 38's supplementary journeyman classes are available free of charge. The classes are designed to provide hand-on instruction in the latest technology and tools, and Local 38's instructors take a lot of care

to provide the best information available. But perhaps just as important is that the classes provide an opportunity for members working in the field to share information, tips, tricks and techniques.

All classes are filled on a first-come, first-serve basis. The Training Department will make every effort to accommodate any overflow in journeyman classes, but space is limited so return your registration form as soon as you can.

If you do not see a class covering a specific subject of interest, make a suggestion in the space provided on the registration form. The Training Department is constantly revising and changing its current classes, as well as adding new classes, to meet the changing needs of our members and our industry.

## San Francisco Classes

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

- |   |  |
|---|--|
| <input type="checkbox"/> AutoCAD & Quick-Pen 3-D            | <input type="checkbox"/> Medical Gas Certification               |
| <input type="checkbox"/> Backflow Testing/Survey/Repair     | <input type="checkbox"/> Welding – Monday & Tuesday Evenings     |
| <input type="checkbox"/> Boiler Controls & Code             | <input type="checkbox"/> Welding – Wednesday & Thursday Evenings |
| <input type="checkbox"/> HVAC/R                             |  |
| <input type="checkbox"/> Introduction to Automation Control |  |

Classes I'd like to see offered: \_\_\_\_\_

SSN: \_\_\_\_\_

Date: \_\_\_\_\_

Signature \_\_\_\_\_

**Return your completed form to Local 38 Training Department, 1623 Market St., San Francisco CA 94103 by Monday, August 13, 2007.**

## Santa Rosa Classes

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Phone: \_\_\_\_\_

- |   |   |
|---|---|
| <input type="checkbox"/> Backflow Testing/Survey/Repair | <input type="checkbox"/> Welding                        |
| <input type="checkbox"/> Beginning Computers            | <input type="checkbox"/> Basic and Advanced Electricity |
| <input type="checkbox"/> HVAC/R                         |   |

Classes I'd like to see offered: \_\_\_\_\_

SSN: \_\_\_\_\_

Date: \_\_\_\_\_

Signature \_\_\_\_\_

**Return your completed form to Local 38 Training Department, 1623 Market St., San Francisco CA 94103 by Monday, August 13, 2007.**

## Journeyman Classes Fall 2007

**The following are the Supplementary Journeyman Training Classes that will be offered through the Local 38 Training Department during the 2007 Fall Semester. To register, please fill out the accompanying registration form and return it to: Local 38 Training Department, 1623 Market Street, San Francisco, California 94103, by Monday, August 13, 2007. The Training Department will contact you about the time, date and location of your chosen classes. Please note that this year's semester is beginning in August.**

### SAN FRANCISCO CLASSES

#### **AutoCAD & Quick-Pen 3-D Piping Program – Starts Wednesday, 8/22/07**

This two-night course (Wednesday & Thursday) offers beginning instruction in AutoCAD drawing, including architectural drawing and detailing mechanical systems. Also offered is advance instruction on the Quick-Pen 3-D Piping Drawing Program. **New to the course this year is an introduction to Cad Mech.** Prerequisites for this course: basic computer skills and knowledge of Microsoft Windows. Instructor: Mike Galliano.

#### **Backflow Testing Certificate / Backflow Survey Specialist/ Valve Repair – Starts Monday, 8/20/07**

This two-night course (Monday & Wednesday) will train Journeymen in:

- 1) Backflow Certification – the testing of backflow devices so student will qualify for an AWWA Certification; or
- 2) Backflow Survey Specialist – course will certify and instruct on how to survey buildings for the proper backflow devices. You must have a Backflow Testing Certification in order to take this course; or
- 3) Backflow valve repair – course will instruct on how to repair backflow prevention devices.

\* The course will conclude with a proctored examination that will be conducted on a Saturday date to be determined. Instructor: Dan McCormick III

#### **Boiler Controls & Code – Starts Thursday, 8/23/07**

This one-night course includes instruction on basic electricity, furnaces, hydronic heating, steam heating and related electronic controls and systems. New this year will be hands-on instruction using the Hampden Steam Boiler Trainer. Instructor: Ray Malfatti.

#### **HVAC/R – Starts Monday, 8/20/07**

This two-night course (Monday & Wednesday) will train Journeymen in warm air heating and cooling, covering gas, electric and air source heat pumps. Also, air side DX cooling and Indoor Air Quality focusing on the service, maintenance and troubleshooting of this equipment. Instructor: Rich Beaumont.

#### **Introduction to Automation Control – Starts Tuesday, 8/21/07**

This two-night course (Tuesday & Thursday) will cover basic Direct Digital Control methods and functions. Instructor: James Comte.

#### **Medical Gas Certification – Starts Wednesday, 8/22/07**

This course will train students in Medical Gas technology, using the 2005 NFPA 99C manual, so they will qualify for their Medical Gas Installation and Brazing Certificate from National, ITC. Instructors: Steve Robertson & Jack Smith.

#### **Welding Course – Starts Monday, 8/20/07, Instructor Available Monday & Tuesday Evenings**

This course provides multilevel instruction in all techniques of welding. Instructor: Bud Marryatt

#### **Welding Course – Starts Wednesday, 8/22/07, Instructor Available Wednesday & Thursday Evenings**

This course provides multilevel instruction in all techniques of welding. Instructor: Jack Smith.

### SANTA ROSA CLASSES

#### **Backflow Testing Certificate – Starts Wednesday, 8/22/07**

This course will train Journeymen in Backflow Certification. The training will include the testing of backflow devices so students will qualify for an AWWA Certification. The course will conclude with a proctored examination that will be conducted on a Saturday date to be determined. The examination will be held in the San Francisco Training Center. Instructor: Rick DeMartini.

#### **Beginning Computer Course – Starts Wednesday, 8/22/07**

This one night-a-week course includes hands on instruction in computer hardware, software, uses and applications. Instructor: Rob Weinstein.

#### **HVAC/R – Starts Tuesday, 8/21/07**

This two-night course (Tuesday & Thursday) will review the refrigeration cycle. Work with components and controls in a refrigeration system. Learn about the different refrigerants and their applications and the different types of refrigerant oils. We will practice refrigerant recovery, system evacuation and various methods of system charging. We will also perform system troubleshooting exercises on various refrigeration simulators. Instructor: Rolf Stevens

#### **Welding Course – Starts Thursday, 8/23/07**

This course provides multilevel instruction in all techniques of welding. Instructor: Brian Ancic

# Local 38 Fitter Apprentice Wins State Competition

**L**ocal 38 Fitter apprentice Loren Subia topped seven contestants in the California statewide level of the 2007 United Association Apprentice Contest.

Subia was one of four Local 38 apprentices to compete in the statewide level of the competition, a two-day event that included rigorous written and hand-on testing. Other Local 38 apprentices who participated in the statewide competition included Jonathan Louie, Plumbing; David Kunz, Welding; and Stratos Sotiras, HVAC Technician.

"We are very proud of all the Local 38 apprentices who participated in this competition," said Local 38 Training Director Steve Mazzola. "We had an outstanding group of apprentices representing our local, both on the local and on the statewide level.

"And, of course, a special congratulations to Brother Subia," Mazzola continued. "Loren will be going on to represent Local 38 in the regional competition (12 western states) in Las Vegas this month. It's great achievement for both Loren and the Local 38 Training Department.

"I want to thank all of the apprentices who participated in this year's competition," said Mazzola, "As well as all the Local 38 and United Association instructors, staff and volunteers who worked to organize the competition. It's a great chance to evaluate how our training program stacks up against others throughout the state and nation, as well as giving some outstanding apprentices a chance to shine."

The newly reinstated United Association Apprentice Contest has grabbed the attention of UA Members across the country. Several weeks ago Local 38's representatives in the statewide level of competition traveled to Local 342's James Kellogg Training Center in Concord for the two day competition. Pictured below (from left to right) are Plumber Jonathan Louie, Welder David Kunz, Fitter Loren Subia, Training Director Steve Mazzola, HVAC Technician Stratos Sotiras, and Assistant Training Director Liam Devlin. After a rigorous two-day competition Brother Subia beat out seven other contestants to finish first in the statewide Fitter competition (pictured in the upper right with his first place award). Loren will represent Local 38 in the regional competition (12 western states) to be held in Las Vegas later this month.





## Picnic Committee Meeting—August 22

**P**icnic Committee Chairman Larry Mazzola, Jr., announced that the annual pre-picnic meeting will be held at 6 p.m. on Wednesday, August 22 at the Union Hall, 1621 Market St., San Francisco.

If you are interested in working on the Picnic Committee, you should plan to attend the meeting. If you can't attend the meeting but are interested in working on the Committee, call (415) 626-2000.

The Picnic Committee group photograph will be taken immediately after the Local 38 Raffle, in front of the Lodge.

on an entirely free, first-class picnic with high quality food and activities.

Your Picnic Committee is already hard at work insuring that everything you have come to look forward to (the barbecue, entertainment, prizes, and more) will await you at the picnic.

This year the committee will again examine eligibility on the use of bus and barbecue tickets, and insist that the free food given out be eaten on the picnic grounds.

**MEMBERS ATTENDING MUST BE IN GOOD STANDING, AND THEIR IMMEDIATE FAMILY MUST COINCIDE WITH THE DEPENDENTS LISTED ON THEIR ENROLLMENT FORM. TICKETS ARE NOT TRANSFERABLE.**

Your cooperation in meeting and enforcing these regulations will assure that we can continue to have a fun, free picnic!

**T**ime for the 38th Annual Local Union 38 Membership and Family Picnic. Once again the picnic will be held at our own Konocti Harbor Resort and Spa, and will feature swimming, food, drink, games, and a host of other activities, including the Annual Local 38 Raffle.

As always the picnic is limited to members of Local 38, and their immediate families as they are listed as dependents on your Health and Welfare Enrollment Form. Enforcement of this regulation is necessary if we are to continue putting

## Free Bus Transportation Available

**F**or those members and their immediate families who are interested in attending the picnic but do not wish to drive to Konocti, we will once again have bus transportation available.

Buses will be leaving from the Union Hall, 1621 Market St., San Francisco, at 8 a.m. on Saturday, September 8. As with the entire picnic, the transportation is available only for members in good standing and their immediate families,

as listed on the Health and Welfare Enrollment Form on file with the Trust Fund.

Buses will leave Konocti to return to San Francisco at approximately 6 p.m.

If you are interested in bus transportation you must fill out that portion of the Picnic Registration Form. To schedule the buses, we must know how many people will be traveling. Your registration form must be returned **NO LATER THAN FRIDAY, AUGUST 31.**



## Room Reservations Accepted After August 31

**I**n order to give everyone an equal opportunity to make reservations at the Konocti Harbor Resort and Spa, room reservations for the weekend of the picnic will not be accepted until Friday, August 31.

Mail reservations received between now and August 31 will be processed on that date. No advance telephone reservations for the weekend of the picnic will be accepted. Mail in

reservations should be sent directly to the Konocti Harbor Resort & Spa, 8727 Soda Bay Road, Kelseyville CA 95451. Telephone reservations will be accepted beginning September 4, at 1(800)862-4930.

Most of the accommodations at the Konocti Harbor Resort and Spa have been reserved for the Picnic Committee, who need to be on the grounds both before and after the picnic for preparation and clean up.

However there are excellent accommodations available elsewhere on the lake if space is unavailable at Konocti. We recommend you contact:

- The Anchorage - (707) 263-5417
- The Skylark - (707) 263-6151
- Clearlake Inn - (707) 263-3551
- The Best Western Clearlake - (707) 994-2000
- Creekside Lodge - (707) 279-9258

All these accommodations are within a short drive of the Konocti Harbor Resort and Spa.

# Schedule of Activities

☀ **Free Soft Drinks & Beer**  
11 a.m. to 3 p.m.

☀ **Barbecue Chicken Lunch**  
Noon to 2 p.m.

☀ **Hot Dogs and Ice Cream**  
11 a.m. to 2 p.m.

☀ **Live Music**  
Noon to 2 p.m.

☀ **Local 38 Member Raffle**  
3 p.m.

☀ **Fishing**

☀ **Tennis - Eight courts available**

☀ **Children's Races and Games**

☀ **Prizes for contest winners given out following the raffle**

☀ **Coffee shop will be closed from 11 a.m. to 5 p.m. Saturday**

☀ **First Aid Station**



## Free Barbecue Tickets

**D**on't forget to note on the registration form the number of people in your party who need tickets for the Chicken Barbecue Luncheon. Only those requesting barbecue tickets will receive them, and only those with tickets will be served lunch.

You MUST indicate on the Registration Form the number of luncheon tickets you need for yourself and your family. When we receive your Registration Form, we will mail you the number of tickets you request. The number of tickets you can request is limited to one for yourself and one for each dependent on your Health and Welfare Enrollment Form.

## The Annual Local 38 Raffle

**A**long with your barbecue and bus tickets you will be mailed one raffle ticket. In order to be eligible for the raffle, you must be a member in good standing and you must be at the picnic.

Last year over 80 raffle prizes were awarded, including a grand prize worth \$2,500.

Remember, you must bring your raffle ticket with you to the picnic to be eligible for the raffle. If you forget or lose your ticket, you will not be able to participate in the drawing, as we can't issue duplicate tickets. You also need your dues book, so that we can check that you are a member in good standing.

Do not forget. Bring your raffle ticket and Dues Card with you on September 8.

## REGISTRATION FORM

Please fill out the following form, so that your Picnic Committee knows your plans for attending the 38<sup>th</sup> Annual Local Union 38 Member and Family Picnic. Mail your registration to Picnic Committee, 1625 Market St., San Francisco CA 94103

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY, STATE, ZIP: \_\_\_\_\_

HOME PHONE: \_\_\_\_\_

\_\_\_ We're coming by bus. I need to reserve \_\_\_\_\_ bus seats for my immediate family

\_\_\_ We're coming by car

How many people will be in your party:

\_\_\_\_\_ Adults

\_\_\_\_\_ Teenagers

\_\_\_\_\_ Children

Luncheon tickets will be mailed to you upon receipt of this form and after the committee has checked the health and Welfare records. The number of luncheon tickets a member may receive is limited to the number of dependents on their health and welfare Enrollment Form.

Return this form by AUGUST 31.

# August 15 Deadline for UA Scholarship

The United Association Scholarship Trust Fund is currently accepting applications from the children of United Association members who are who are currently or will be pursuing a post high school education.

The deadline for submitting an application is August 15, 2007.

Application forms are available at the UA local 38 office, or can be downloaded from the UA website at [www.ua.org](http://www.ua.org). Completed applications should be sent to Patrick R. Perno, General Secretary-Treasurer, UA Scholarship Trust Fund Office, P.O. Box 37800, Washington, D.C. 20013.

The application forms include detailed instructions on everything a student needs to do in order to apply. Eligible applicants are children of UA members who are in good standing, as well as grandchildren living with the member in a normal parent-child relationship.

The most important considerations in determining who receives a scholarship are the appli-

## UA Scholarship Applications Available:

- UA Local 38 Office,  
1621 Market St., San Francisco  
CA 94103
- [www.uanet.org](http://www.uanet.org)

**Deadline: August 15, 2007**

cant's academic and personal accomplishments and community involvement. However, financial need may also be considered, especially in situations where a "tie breaker" is needed.

Some of the other information being requested as part of the application process includes:

- Applicants must be planning or already be pursuing post-high school education at an institution of higher learning.
- Applicants must be high school seniors or college undergraduates.
- Applicants must have been accepted for admission to, or be enrolled in, an accredited

two-year or four-year college or university.

- Applicants will be judged by an impartial selection committee. The information they will be considering will include a detailed educational history; SAT or ACT scores; college or university applications, a resume detailing employment, sports or extra curricular activities, community work, awards received and talents and hobbies.

- Applicants also need two sealed letters of recommendation. These can come from teachers or other individuals in a position to evaluate the applicant's academic performance and ability.

We also request a personal statement (500 words or less) explaining what the UA has meant to you and your family.

The United Association Scholarship Trust Fund continues to grow every day, and we are pleased that it has received such widespread support. We look forward to awarding our first scholarships next fall.

## New 2007 California Plumbing and Mechanical Codes Available

The new 2007 editions of the California Plumbing Code and the California Mechanical Code books are now available at the Local 38 Bookstore. Enforcement of this code begins in January 2008. Please note that 2001 editions of the San Francisco Plumbing and Mechanical Codes (with amendments through October 2006) are still being used until further notice.

If you have any questions please contact the Training Department at 415-626-2000.

## Medical Gas Instructor Sought for Santa Rosa Training Center

The Local 38 Training Department continues to seek a Journeyman to teach the Apprentice and Journeyman Medical Gas Course at the Santa Rosa Training Center. Journeymen interested in the position must be Med Gas certified in the 2005 version of the NFPA 99C Gas and Vacuum Systems Code.

Interested journeymen must also have first hand experience with the installation and maintenance of

these systems. The 32-hour course is typically run in 3-hour sessions, once a week over the course of 11 weeks. At the conclusion of the course the students will take a proctored written and brazing examination.

If you are interested please submit a resume as soon as possible to the Training Department at 1623 Market Street, San Francisco, CA 94103. For further information please contact the Training Department at 415-626-2000.

## U.A. STAR Examinations to be offered in December

Local 38 will be offering STAR Examinations, including two new examinations for HVAC/R Technicians, in December. The examinations offered are:

- UA STAR Commercial Refrigeration Exam
- UA STAR Residential-Light Commercial HVAC/R Certification Exam
- U.A. STAR Certification Tests for Plumbing, Pipe Fitting and HVAC/R

Again, we are pleased to offer our members the opportunity to become U.A. STAR Certified in their trade respectively including the two new exams listed above. Successful completion of the examination allows members to receive 32 college credits through Washtenaw Community College. From here, you are able to peruse an Associate Degree from Washtenaw Community College and a Bachelor Degree from the National Labor College. HVACR Service Technicians may also pursue a Bachelor Degree from Ferris State University or the new HVACR Technology AAS Degree. For more information on the degree programs please contact the training department or visit [www.uauniversity.org](http://www.uauniversity.org)

Local 38 Journeymen and apprentices completing their 5-year apprenticeship program are eligible to take this exam.

The examination will be held in December 2007 on a date to be determined. Please see future editions of the 'Pipelines' for the exact date. This exam is held in a proctored setting and is administered and graded by National ITC, Inc.

Local 38 will assist you with this examination by paying the \$30 test registration fee. Local 38 will also provide you with a STAR study guide free of charge.

We do recommend that if you are interested in taking the exam that you pick up a study guide and begin your review right away. At this time no review classes are scheduled however, if there is enough interest we can hold classes.

To register please contact the Training Department at 415-626-2000.

## AFL-CIO National Boycott List

### TRANSPORTATION AND TRAVEL

#### Adam' Mark Hotel

Hotel in Buffalo, New York

- International Union of Operating Engineers

### ENTERTAINMENT & RECREATION

#### Echostar Dish Network

Satellite Television Service

- Communication Workers of America

#### Blueman Productions

- International Alliance of Theatrical State Employees

### OTHERS

#### Vincent Back Division, Conn-Selmer, Inc.

Elkhart, Indiana

Mesical Instruments: Trumpets, Trombones, Saxophones

- United Automobile Workers

#### R.J. Reynolds Tobacco Co.

Cigarettes, Best Value, Camel, Century, Ellipse, Magna, Monarch, More, Now, Salem, Sterling, Vantage and Winston; plus all Moonlight Tobacco products

- Bakery, Confectionary, Tobacco Workers and Grain Millers International Union



## Visit to SRJC Job Fair



Local 38 representatives were on-hand at a recent Santa Rosa Junior College career fair, to let students know of the opportunities available in the pipe trades. Pictured above are Training Director Steve Mazzola, Business Agent Frank Reardon and Assistant Training Director Liam Devlin.

# Local 38 Mailbox

## Planning Friends Appreciate Support

Dear Larry:

On behalf of the Board of Directors of Friends of San Francisco City Planning, I want to express our heartfelt appreciation for your generous support of our 2007 Annual Event, held on May 1st at the Merchants Exchange Ballroom.

Only through your role as a donor and the support of so many others, has FOCP been able to make nearly \$300,000 in grants since 1997 to the Planning Department for improvements which are not possible within the Department's City-funded budget.

Thank you for joining us in making possible the FOCP grants. It is through these funds that the Department strengthens its ability to work for all San Franciscans.

Sincerely,  
Steven Rule

## Cancer Society Says Thanks

Larry Mazzola and Local 38,

Thank you so much for your generous donation. You couldn't have been more thoughtful.

Diana Salas  
Lil Lou's Crew  
American Cancer Society

## Thanks For Contributions

Dear Mr. Mazzola,

On behalf of the California District Attorney Investigators' Association, I would like to thank you for becoming a golf tee sponsor of the 2007 CDAIA Training Conference. The conference is scheduled for September 4-7, 2007 at the Westin St. Francis Hotel in Union Square, San Francisco. CDAIA takes great pride in this annual training conference

that offers education to both industry and law enforcement.

Thank you again for your generous contribution and interest in the California District Attorney Investigators' Association's conference.

Sincerely,  
Christopher H. Cunnie  
Chief of Investigations

## Contribution Helps To Enhance Lives

Dear Larry:

Thank you so much for your recent contribution to my Leland Yee for Senate committee; your continued support is truly appreciated.

As a member of the California State Senate, I have given San Francisco and San Mateo counties a strong voice in Sacramento. I have enhanced their lives by improving education, healthcare, and the environment.

Again, thank you for your kind generosity and continued friendship. If I can be of help to you, please do not hesitate to call.

Sincerely yours,  
Leland Y. Yee, Ph.D.

## Bocce Players Appreciate Help

Dear Larry:

This will acknowledge receipt of your donation from Local Union 38 in the form of a sponsorship for the upcoming Bocce Tournament. Thank you very much for your continued support.

As mentioned in my request letter, your company's name will be prominently displayed on a placard on the day of the event.

Enclosed are two passes for lunch if you would like to attend. It's a fun day.

Sincerely yours,  
Russell J. Gumina  
Executive Director



The Northern California Golden Gloves Boxing Team of 2007, sponsored by community and labor groups from throughout the community, included four fighters who made it to Medal Rounds, meaning they will be ranked and seeded into the Olympic Trials or the United States National Boxing Team.

## Labor-backed Boxing Team Successful

Dear Golden Gloves Sponsors,

I want to thank you for your generous participation in the 2007 California Golden Gloves. This year's California Golden Gloves Team finished in Second Place and won the Sportsmanship Award after a week of intense competition in the Golden Gloves of America National Championships.

It was your kindness and support that made this possible. The California Golden Gloves Team competed in 11 weight categories. Four of our team made it into the medal rounds, against two hundred ninety of the best amateur boxers in the United States.

These young men will be ranked and seeded into the Olympic Trials or the United States National Team. If not for your generous contribution many would not have been able to participate in this year's event, very few could afford the week long trip.

This year's team represented all of California including, Stan Martyniuk of Sacramento and Melvin Holland of San Mateo. In addition there were many Northern California union members who entered the tournament, teamsters, sheet metal workers and others.

Gold Medals were won by: Aaron Alafa - 112 lbs. of Visalia and 16 year old Ronny Ramos of Bakersfield.

Your generosity made it all possible. I have enclosed a team picture and a copy of this year's program, thank you so much.

Gratefully,  
Michael Munoz  
Director of Organizing

# National Scene

## Campaign to Defeat EFCA

Hiding behind the title "Coalition for a Democratic Workplace," business interests opposing passage of the Employee Free Choice Act (EFCA) are purchasing thou-

sands of dollars worth of radio ads to try and influence the outcome of several key Senate races in 2008.

The group has targeted Democratic Senators Mark Pryor (AR) and Ben Nelson (NE) calling on them to vote against the measure. They have also bought time in Maine to praise Republican Senator Susan Collins (ME) on the presumption

that she will oppose the bill. Pryor has come out in favor of the bill, despite the ads.

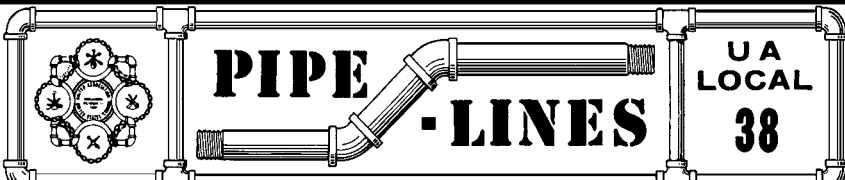
Management groups hacking the campaign run the gamut from the "usual suspects"—i.e.e the Chamber of Commerce, National Alliance of Home Builders and Associated Builders and Contractors, to right-wing groups such as the National Taxpayers Union.

"We look forward to being a part of a Federation that has distinguished itself as the national voice of working people in the U.S.," said CNA Executive Director Rose Ann DeMoro, "and is the leading national champion for all Americans on a broad range of critical issues, including jobs, retirement security, economic opportunity, workplace safety, civil rights, civil liberties, and public safety."

CNA and AFL-CIO groups throughout California have been working together for years, with CNA playing a major role in defeating Governor Arnold Schwarzenegger's anti-labor initiatives in the 2005 election. CNA has also played an important role in the national debate about healthcare.

## Nurses Join AFL-CIO

The California Nurses Association and its national arm the National Nurses Organizing Committee representing more than 350,000 registered nurses, have joined the AFL-CIO, it was announced last month.



Pipelines is the official publication of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 38. U.A. Local 38 holds general membership meetings on the first Wednesday of each month at 1621 Market St., San Francisco CA 94103, (415) 626-2000. Lawrence J. Mazzola, Business Manager/Financial Secretary Treasurer. Assistant Business Manager, Larry Mazzola, Jr.; Business Agents: Bill Blackwell, John Chiarenza, Steve Jennings, Frank Reardon. Field Organizer: Tony Guzzetta. President: Bill Olinger; Recording Secretary: Bob Majoulet. Pipelines Editor: Rob Weinstein.

website: [www.ualocal38.org](http://www.ualocal38.org)

# Memo...

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fare, continue to increase, and we have to meet those needs. But your Local 38 officers are committed to putting every possible cent we can on the check, and that will continue to be our priority throughout these five years.

Finally, I want to say a word about the Local 38 pension program. Because of the size of the overall package, we were able to allocate enough to pension contributions to lift the 1,500 hour ceiling on hours credited. That means that members will now receive one hour of pension credit for each hour worked, with no limit. The 1,500 hour limit has been raised frequently by members, and I'm glad we can finally do something about it.

## SPECIAL THANKS

Contract negotiations are never easy. Both sides have priorities, and hammering out compromises is hard work. In the case of this contract, our negotiating committee, your full time union officers, did that hard work. For months they poured over our existing contract (as well as contracts from throughout the country), analyzing the language on a line-by-line basis. Their hard work paid off. Special thanks to Assistant Business Manager Larry Mazzola, Jr., Business Agents Bill Blackwell, John Chiarenza, Steve Jennings and Frank Reardon, and Organizer Tony Guzzetta.

I also want to thank the Local 38 membership for their support. As I said before, your opinions were crucial to our negotiations. Those opinions were made clear because you responded to the contract surveys, as well as discussing the contract both on job-sites and in union meetings. Your support and solidarity, once again, made the difference.

Congratulations, everyone, on an outstanding contract and a job well done!

## APPRENTICE CONTEST

As you will see on page 3 of this issue, Local 38 fielded an outstanding group of apprentices for the statewide level of the United Association Apprentice Contest last month. I want to thank all of the apprentices who represented Local 38 in the competition, but I want to particularly congratulate Loren Subia, who finished first in the state in the pipe fitter competition. Brother Subia will be going on to the regional competition (12 western states) that will be held in Las Vegas this month. Congratulations, Loren, and good luck.

## TRAINING CLASSES

Winning an apprentice competition means much more than just receiving a plaque. The quality of our apprentice training, as well as our journeyman training, was another major factor in our recent contract negotiations. Our members are the best trained, best educated pipe trade workers available, all thanks to our training program. That training is highly valued by our signatory contractors, and they understand both the cost and the value.

## LOCAL 38 PICNIC

Finally, on pages 4 and 5 you'll find the information for our upcoming annual picnic. This is always one of my favorite events of the year. It's a great chance to see lots of friends, both old and new, and to spend some time relaxing in the sun at Konocti.

## PICNIC COMMITTEE

And remember, the Local 38 Picnic Committee meeting will be held on Wednesday, August 22 at 6 p.m. at the Union Hall in San Francisco. It is the hard work of the Picnic Committee that keeps this annual event first class. If you're willing to contribute, we could always use the help. Come to the Picnic Committee meeting and see what you can do.

# Contract Ratification...

Continued from Page 1

representatives of the Mechanical Contractors Association (MCA). MCA negotiators initially sought some major takeaways in the contract, including an eight-hour day and a reduction of the Market Recovery rate to 75 percent.

When the Local 38 membership was surveyed, however, more than 60 percent favored continuing the seven-hour day, giving the Local 38 Negotiating Committee important ammunition to carry to the table.

## PENSION IMPROVEMENT

One of the key provisions of the new contract is a pension allocation that will fund the lifting of the 1,500 hour annual cap. Previously members who worked 1,500 or more in a year received a maximum of 1,500 hours in pension credit. With the lifting of the cap, members will receive credit for every hour worked, even those beyond 1,500 hours.

## IMPORTANT TERMS

There were also a number of other important terms incorporated in the agreement for the first time. Key among these were provisions incorporating the United Association Standard of Excellence into the agreement, as well as provisions for pension allocations to meet the requirements of the Pension Protection Act of 2006 (PPA).

In the wake of pension disasters such as Enron and United Airlines, Congress in 2006 passed the Pension Protection Act, requiring specific level of funding for corporate pension funds. President Bush, in a direct attack on many unions, building trades unions in particular, then extended the act to cover



The Local 38 Contract Negotiating Committee included (standing from left to right) Business Agents John Chiarenza, Frank Reardon and Bill Blackwell, Organizer Tony Guzzetta, Business Agent Steve Jennings, and (sitting, left to right) Business Manager Larry Mazzola, Sr., and Assistant Business Manager Larry Mazzola, Jr.,

multi-employer plans, such as the Local 38 Pension Plan.

As a result, additional funding has to be placed in the Local 38 pension plan, until specific government required funding levels are reached.

## PENSIONERS' 13<sup>TH</sup> CHECK

This contract also established a specific, independent fund for Local 38 pensioners' 13th check,

*"We couldn't have negotiated a successful agreement without the overwhelming support from our members."*

traditionally handed out at Retiree's Week. Historically, the "13th check" was instituted because the existing Pension Plan has no provisions for cost of living increases. To help meet the increased cost of living, retirees received a 13th or bonus check each year. In the past the 13th checks had been paid out

of the Pension Trust.

But under the provisions of the PPA, the 13th check must now be funded independently, requiring a specific fringe allocation.

## ENTHUSIASTIC MEETING

The special contract ratification meeting, held on June 26, was both crowded and spirited. Members heard a report from Assistant Business Manager Larry Mazzola, Jr., and then spent close to an hour exchanging questions and answers with the Business Manager Larry Mazzola, Sr. and Mazzola, Jr.

In the end, it was moved and seconded to forgo a secret ballot, and the contract was ratified by unanimous acclamation.

"This may well be my swan song," Mazzola, Sr., told the audience. "I don't know if I'll be here for negotiations in five years. But if this is my last contract, its one I'm very proud to finish on."

# Contract Terms...

Continued from Page 1

### 3. Year One (July 1, 2007) allocation as follows:

- \$3.00 wages = 6.7% increase on wages
- \$1.50 Pension Protection Act of 2006
- \$0.50 Funding retiree's 13th check
- \$0.50 Lifting 1500-hour annual cap for pension credits to allow for all hours worked to be calculated.

### 4. Premium Pay

Premium pays have been doubled. New premium pay category added for asbestos work.

### 5. Subsistence

Effective July 1, 2007 subsistence shall be \$83.00 per day and on each anniversary date (July 1st of each year of this Agreement) there shall be an additional \$5.00 per day to subsistence. Travel expenses shall stay consistent as published by the IRS (currently \$0.49 per mile).

### 6. Market Recovery Program

Effective July 1, 2007 all work in Marin, Sonoma, Mendocino and Lake Counties and all plumbing service work in San Francisco shall remain at 80% of the San Francisco New Construction Journeyman taxable wage rate until July 1, 2009 when it will change to 85%.

Effective July 1, 2007 all new Construction or remodel of prisons and/or jails, hospitals, casinos, colleges, or waste water treatment plants in Marin, Sonoma, Mendocino, and Lake Counties shall be at the San Francisco New Construction Journeyman taxable wage rate.

### 7. Special Shifts

Was a minimum of (3) days, now a minimum

of (5) days. Was 15% above regular hourly rate, now 20% above regular hourly rate.

### 8. Stand-By Compensation - New

Any employee who is required to be on call for immediate emergency response on Saturdays, Sundays and Holidays shall be compensated at two (2) hours of their total taxable journeyman wage. When such employees are called to perform service calls during the period of such stand-by service they shall be paid while engaged in the service call at the overtime rate of pay.

### 9. Contract Language

All other terms and conditions shall remain the same provided however; that provisions of the Agreement which need to be amended solely for purposes of clarity shall be rewritten.

### 10. Pre-Fabrication Side Letter

With mutual consent of the Union and Contractor, it used to be \$20.00 per day to travel to shop to Pre-Fab, now member will receive \$30.00 per day. Also added reimbursement for any bridge tolls (with receipts).

11. Allocations of increases shall comply with the recommendations from the pension actuary.

### 12. Regular Starting Time

When existing traffic conditions render it desirable to start the day shift at an earlier hour, such starting time may, by mutual agreement between the Employer and the Union, be made earlier, but in no event earlier than **6:30 a.m.**

### 17. U.A. Standard of Excellence

The U.A. Standard of excellence will be incorporated in the new Collective Bargaining Agreement.