

Memo to Members



by Larry Mazzola
Business Manager

Iwant to begin by talking a bit about the recent Building and Construction Trades Department (BCTD) legislative conference, particularly in light of the upcoming June 3 state-wide election.

Earlier this month more than 3,000 building trades members and supporters met to establish legislative priorities, and to lobby our various representatives on Capitol Hill. It was a dynamic, inspiring gathering in more ways than one.

A GREAT OPPORTUNITY

First, we had a chance to hear from Senators Hillary Rodham Clinton and Barack Obama, the two democratic candidates for president. I have to say I agree with BCTD President Mark Ayers. While Local 38 has endorsed Senator Clinton and the UA has endorsed Senator Obama, I believe that either of the two candidates will stand strong with the building trades and organized labor as a whole. If we can take back the White House and increase our seats in Congress, we have a chance at one of the most union-friendly, worker-friendly periods in recent history.

POLITICAL AGENDA

The meeting also gave us a chance to meet with building trades representatives from throughout the country, and to discuss our political agenda for the upcoming years. These included some issues vital to the future of the building trades. Climate change, for example, is a key issue. The facts all seem to agree--our climate is changing--and we need to do something about it.

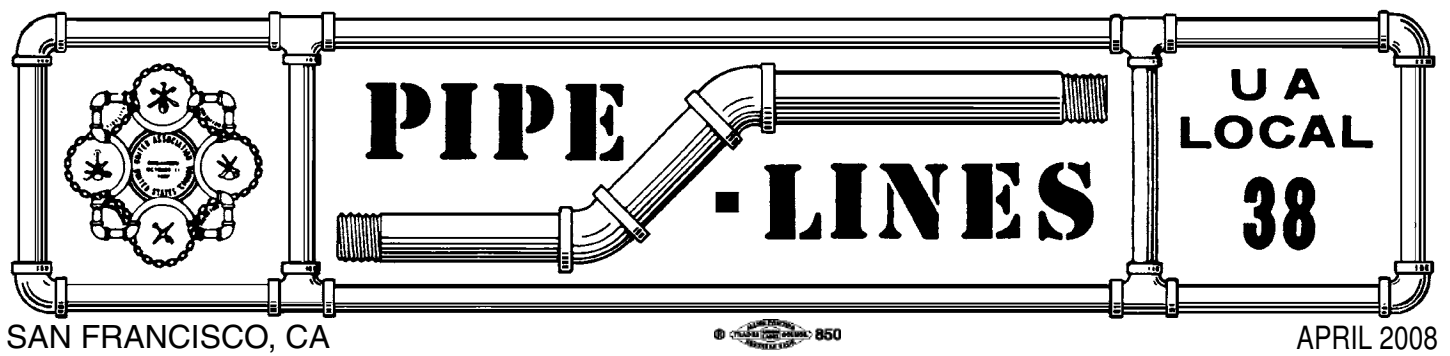
But the question is, just what? Simply restricting growth is not the answer. That merely raises the cost of living and throws building trades members out of work. So we need to turn to alternative energy sources, and the building trades will have a key role in that effort. Whether it is building nuclear power plants or developing wind, solar and other renewable energy resources, we will be building the infrastructure.

Another key issue for building trades workers is the protection of Davis-Bacon prevailing wage regulations. The 110th Congress has seen six attempts by anti-union representatives to either limit or repeal Davis-Bacon. This legislation is vital to our future. These regulations not only need to be protected, but expanded.

MEETING WITH REPRESENTATIVES

Just as important as the gathering of building trades representatives was the journey to Capitol Hill to lobby our legislators. In our case that's a pretty pleasant task. All of our Northern California Congressional delegates have proven themselves time and again to be good friends of labor, the building trades

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Local 38 Officers headed to Washington, D.C. earlier this month to participate in the Building and Construction Trades 2008 Legislative Conference. As part of the program building trades representatives met with elected officials to lobby for their political priorities. Pictured above are (from left to right) Local 38 Business Agent Bill Blackwell, Speaker of the House Nancy Pelosi, Business Agent John Chiarenza and Assistant Business Manager Larry Mazzola, Jr.

Building and Construction Trades Department, AFL-CIO

Legislative Conference Sets Agenda, Lobbies Congressional Representatives

More than 3,400 delegates and guests gathered in Washington, D.C. earlier this month to celebrate the 100th anniversary of the Building and Construction Trades Department (BCTD), AFL-CIO, and to carry the message of union priorities to representatives on Capital Hill.

"We are a world class 21st Century workforce ready to meet the construction challenges of our nation and yes, the political challenges as well," BCTD President Mark Ayers to the enthusiastic gathering. "We will build a case for taking back our House--the White House--and strengthening our position in the halls of Congress."

The delegates heard from a wide variety of speakers, including both Democratic Party presidential candidates Hillary Rodham Clinton and Barack Obama, took positions on a broad range of political issues, and then headed to Capital Hill to lobby their Representa-

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Local 38's delegation to the annual Building and Construction Trades Legislative Conference is pictured here with United Association General President Bill Hite. Pictured (from left to right) are Assistant Business Manager Larry Mazzola, Jr., Business Manager Larry Mazzola, Sr., General President Hite, and Business Agents Bill Blackwell, Steve Jennings and John Chiarenza.

COPE Endorsements For June Election

Candidates including Speaker of the House and 8th Congressional District Nancy Pelosi and issues including limiting California's ability to take property through Eminent Domain process are among the items voters will get to decide on in the June 3 primary election. While California's presidential primary was decided in March, there's still party primaries for statewide races such as the House, and State Senate and Assembly. For a complete list of candidate and issue endorsements from your Committee on Political Education (COPE), see page 8.



Annual Local 38 Charity Golf Tourney
See page 6



Camp Konocti Ready For Summer
See page 3



Konocti Harbor Summer Rate Schedule
See page 4

Building Trades Agenda Highlights Major Issues

With over 3,000 delegates and friends in attendance, the Building and Construction Trades Department (BCTD) 2008 legislative conference focused on a broad range of national, state and local political issues facing construction workers.

But when the conference attendees made their way to Capital Hill to talk with their Congressional representatives, delegates focused on three primary issues, including:

DAVIS-BACON AND PREVAILING WAGE

Delegates urged their Representatives to support the inclusion of Davis-Bacon prevailing wage provisions in all federal legislation that provides financial assistance through programs such as state revolving funds, state infrastructure banks and federal tax credits.

The 110th Congress has already faced six attempts to remove or limit the Davis-Bacon Act. Passed by Congress in 1931, Davis Bacon is designed to protect local construction wages by ensuring that contractors who bid federal contracts pay the area's prevailing wage. This prevents out-of-town contractors from bringing in lower paid workers and undercutting the local wage scale. The scale is determined by the Department of Labor after conducting area wide surveys.

Delegates explained to legislators the continuing importance of Davis-Bacon, particularly in all infrastructure programs.

CLIMATE CHANGE

Delegates urged their legislators to find solutions to the problem of

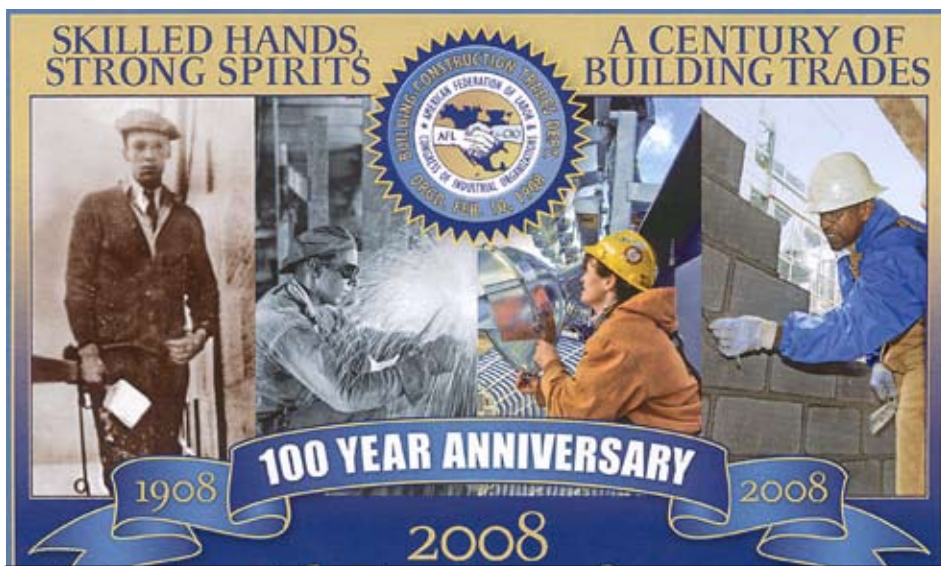
climate change that embrace all our energy options, including nuclear power, wind, solar and other renewable energy, and advanced coal-fired plants equipped with carbon capture and collection technology.

The Building Trades voted to support "a comprehensive, economy-wide "cap and trade" program that requires reasonable, achievable reductions in greenhouse emissions, while maintaining America's diverse energy generation options." Legislation should include language that discourages the outsourcing of jobs in energy intensive industries, and any comprehensive energy policy should include incentives to encourage the construction of new nuclear power plants.

"Members of the building trades are ready to assist in the deployment of new energy infrastructure that will enable us to meet the demands of a growing economy, while being responsible environmental stewards," the conference issue brief reads. Congress is expected to regulate greenhouse gases, but must do so in a way that preserves our nation's energy generation options and does not result in economic dislocation for American workers."

EMPLOYEE MISCLASSIFICATION

Delegates talked to their legislators about closing tax loopholes that allow employers to misclassify workers as "independent contractors," thereby avoiding the cost of workplace protections such as minimum wage and overtime protections. Independent contractors are also not entitled to protections such as workers' compensation or unemployment insurance.



Building and Construction Trade Department Affiliates

- International Union of Bricklayers and Allied Craftworkers
- International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
- United Union of Roofers, Waterproofers and Allied Workers
- International Brotherhood of Electrical Workers
- International Association of Heat and Frost Insulators and Allied Workers
- International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers
- Sheet Metal Workers' International Association
- International Brotherhood of Teamsters
- Operative Plasterers' and Cement Masons' International Association of the United States and Canada
- United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
- International Union of Elevator Constructors
- International Union of Painters and Allied Trades
- Laborers International Union of North America

Conference Focuses on Political Priorities...

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tives and Senators for labor and building trades priorities.

IMPORTANT POLITICAL AGENDA

"This was an exciting, inspiring gathering," said Local 38 Business Manager Larry Mazzola, Sr. "It's great to see building trades leadership from all over the country come together to fight for the issues facing our members and our unions."

Issues discussed at the conference included climate change and the need for alternative energy solutions such as nuclear power, wind, solar and other renewable energy sources, the protection of the Davis-Bacon Act and prevailing wage regulations, and closing tax loopholes allowing employers to classify employers as 'independent contractors.'

LOCAL 38 DELEGATION

The Local 38 delegation to the conference included Business Manager Larry Mazzola, Sr., Assistant Business Manager Larry Mazzola, Jr., and Business Agents Bill Blackwell, John Chiarenza and Steve Jennings. The delegation carried the building trades legislative agenda to a number of local representatives on Capital Hill, including Speaker of the House and 8th District Congressional Representative Nancy Pelosi.

"We are very lucky to have a Northern California congressional delegation, led by Speaker Pelosi, that is dedicated to the needs of working families and their unions," said Business Manager Mazzola. "Our elected officials have been willing to fight for the needs of labor, and we're proud to stand with them in the upcoming po-



Local 38 representatives at the Building and Construction Trades Legislative Conference, including Assistant Business Manager Larry Mazzola, Jr., Business Manager Larry Mazzola, Sr., and Business Agents John Chiarenza, Bill Blackwell and Steve Jennings.

litical battles."

PRESIDENTIAL POLITICS

Not surprisingly one of the central topics of the conference was putting a friend of labor into the White House in November. Although many building trades unions are split in their support, some endorsing Clinton and some Obama, they are united in calling for change.

"In Senators Barack Obama and Hillary Clinton we have two very strong and steadfast friends of the building trades," President Ayers told the

conference in his keynote address. "Whether it involves standing up in support of Davis-Bacon or advocating a comprehensive program for the rebuilding of America's infrastructure, Senators Clinton and Obama will stand tall with us as they always have.

"And the building trades will not only stand with each of them--we will do everything in our power to take the nominee down the pathway that will take them straight down Pennsylvania Avenue and right into the front door of the White House."

Camp Konocti Ready For 40th Season

Local 38 has always been dedicated to winning its members the best union contracts. Indeed, for years Local 38 has been among the leaders throughout the United States in wages, benefits and working conditions.

But Local 38 also has a proud tradition of fighting for the families of our members, particular in helping to build a brighter future for our sons and daughters. Local 38 was among the first unions in the nation to negotiate benefits specifically aimed at creating educational and recreational opportunities for Local 38 children.

Which is why Local 38's Camp Konocti is currently preparing for its 41st season. Located on the grounds of the Konocti Harbor Resort and Spa, the camp has provided Local 38's children the chance to explore nature, learn about the outdoors, and experience their own abilities and limitations. All while learning to live and work with others of their own age.

So it is no surprise that excitement is running high among campers- present and future-as Camp Konocti prepares to open on Sunday, June 15.

FAMILY BENEFITS

Camp Konocti was the idea of former Local 38 Business Manager Joe Mazzola. It was designed as an integral part of a program that would develop a respect for the benefits provided by "daddy's union." Children learn the value of unionism, and that workers working together can provide the same opportunities as are available

Camp Konocti Equipment List

Camp Konocti is a fully equipped summer camp providing for all the basic needs of its campers. There are shelters, a structured educational and recreational program, a well-trained, professional staff of counselors and managers, a variety of recreational equipment, and expertly prepared, nutritious meals and snacks. Campers need only bring those personal items and equipment they will use during their free two week vacations at Camp Konocti.

The following is a list to help you organize everything your son and daughter may need for camp, but it does provide some basic guidelines.

If your camper has special needs, such as activity restrictions or medical needs, be sure to provide written instructions for the camp staff when you drop off your camper.

- Sleeping Bag and Pillow
- Toiletries
 - Toothbrush and toothpaste
 - Shampoo
 - Soap
 - Hairbrush or comb
- Towels (recommend at least 2)
- Swimsuits (recommend at least 2)
- Jeans, pants
- Sweatshirt, sweatpants
- T-shirts, tank tops
- Long sleeve shirt
- Shorts
- Warm jacket
- Pajamas
- Underwear
- Socks
- Sun hat, baseball hat
- Sunglasses
- Tennis shoes
- Sandals, flip flops (recommend 2 pairs)
- Flashlight and extra batteries
- Laundry bag
- Sunscreen (SPF 30)
- Body lotion for dry skin

to the children of the wealthy.

In the camp's 40 years, thousands of Local 38 children have enjoyed their summers on the shores of Clear Lake. They have learned to swim, sail, water ski, hike, and simply have fun in the outdoors with others their age.

It is equally true that alumni of Camp Konocti have a different feeling about trade unions and trade unionism. Many of Local 38's present day journeymen grew up spending their summers at Camp Konocti, and can appreciate just what these benefits mean to their families.

A FIRST RATE FACILITY

Camp Konocti is a first-rate, modern facility featuring a recreational camping program which rivals the finest private camps.

Campers are housed in tent cabins, which provide the outdoor experience with the added safety of cabin style protection from the elements. Facilities include a swimming pool, dock and boating facilities (sailing, power boating, canoeing and water skiing), a camp fire area, a modern kitchen with a full time dietician, and even a camp nurse and on call physician.

OPEN TO ALL

Originally created for Local 38 families only, in recent years Camp Konocti has opened its doors to all children. Local 38 Building Trades members who work the required number of hours for a contributing employer are eligible to send their son or daughter to a session of



camp based upon their age, with no charge.

Qualified active or retired Local 38 members who wish to send their grandchildren to Camp Konocti will be charged \$500 per child. Members of other UA locals will be charged \$750 per camper for the two week sessions, and members of the general public will be charged \$1,000.

The rate was set by the Local 38 Board of Trustees, and is designed to offset the cost of lodging, activities, insurance and other necessities for the program.

The Camp Konocti season is divided into four sessions, with children of like ages grouped together. The sessions are:

1st SES.-7-8 YRS-JUNE 15-28

2nd SES.-9-10 YRS-JUNE 29-JULY 12

3rd SES.-11-12 YRS-JULY 13-26

4th SES.-13-14 YRS-JULY 27-AUG. 9

There is no transportation to or from Camp Konocti. Parents must drop their children at the camp on the day the session begins, and pick campers up when the session ends.

Camp Konocti is unable to accept any child who is not seven years old on or before June 15, 2008. Parents may be asked for verification of their child's age if questions arise.

To register for Camp Konocti fill out the accompanying registration form and return it to the Camp Konocti Office, 1625 Market St., San Francisco, CA 94103.

Camp Konocti Registration Form

Camp Konocti Office, 1625 Market St., San Francisco CA 94103 (415) 626-2000

Member's Name: _____

Address: _____

City: State: Zip: _____

Telephone: _____

SSN: _____

Child's Name	Age	Birth date	Sex
_____	_____	_____	_____
_____	_____	_____	_____

I wish to enroll my children in Camp Konocti. Please circle which session your child will be attending.

1st SESSION-7-8 YRS-JUNE 15-JUNE 28

2nd SESSION-9-10 YRS-JUNE 29-JULY 12

3rd SESSION-11-12 YRS-JULY 13-26

4th SESSION-13-14 YRS-JULY 27-AUG. 9

I certify that I am the legal parent, grandparent or guardian of the above-named children, that I am a member in good standing of the United Association, and that he/she has my permission to attend Camp Konocti.

Signed _____

Dated _____

Return this form to Camp Konocti 1625 Market St., San Francisco CA 94103, phone (415) 626-2000.

Resort Gears-up for Summer Season

Despite its unsettled future, the Konocti Harbor Resort and Spa is currently preparing for the 2007 summer season, a season which will include all the traditional benefits Local 38 members and families have enjoyed from their resort.

The high quality of Konocti's facilities, its many attractions, and the discount rates available to Local Union 38 members in good standing, all combine to make Konocti one of the most attractive and affordable vacations possible.

RESERVATIONS

Over the years of operating Konocti the Rules, Policy and Grievance Committee of Local 38 has formulated a series of policies for the use and enjoyment of the Konocti Harbor Resort and Spa. These include:

ALL APARTMENT AND HOTEL RESERVATIONS MAY BE MADE AT ANY TIME IN ADVANCE FOR ANY LENGTH OF STAY.

There are 96 housekeeping units available, 48 apartments in close proximity to the lodge, 8 beach cottages, and 40 Lakeside Haven Apartments. There are 150 motel units that can sleep from one to four persons.

Each apartment accommodates

VIP Cards Available

Aside from being a unique fringe benefit for Local Union 38 members and their families, Konocti is also a resort open to the public. And the successful operation of this remarkable resort can be improved with your help.

We need you to tell your friends about Konocti and encourage others to vacation there. One way to do this is to provide your friends with VIP guest rate discounts while staying at Konocti.

VIP guest discount cards, good for a 10 percent saving on a room at Konocti, are available through the Local 38 office. These discount cards are for your use in inviting friends and others to stay at Konocti. This has proved to be a very successful promotion in the past and allows members and non-members to vacation together at a reasonable cost.

Please note the VIP discounts apply **only** to the price of a room. It should also be noted that the discounts are applicable only to regular rates, and are not valid for group, meeting, convention package or special promotional rates. The discount coupons may be used by people 18 years old or older at the time of registration. Guests should state they are using the VIP discount at the time of making reservations. If a guest has already registered, the discount cannot be applied. Additionally, management reserves the right to cancel the discount rate offer at the time of registration. If an individual has made prior reservations or has already registered, the discount cannot be applied.

at least four people, and for members who have more than two children, they are spacious enough for two rollaway beds. Each and every apartment contains a fully equipped kitchen.

FIRST COME - FIRST SERVED

The Konocti staff will try to accommodate most members'

preferences for apartments close to the lodge. However, advance reservations are accepted on a first-come, first-served basis. **No advanced reservations will be taken for a specific unit.** If the unit is available at the time of your arrival, you will be assigned that unit.

DEPOSIT REQUIRED

No reservation will be confirmed without a deposit of one night's rent. Deposits will be refunded if notice of cancellation is received at least 48 hours prior to reservation date. This procedure will be strictly enforced.

The Konocti Harbor Resort & Spa accepts all major credit cards, including American Express, MasterCard, VISA, Diners Club and Carte Blanche.

MAKE YOUR RESERVATIONS DIRECTLY WITH THE RESORT

All reservations must be made directly with the Konocti Harbor Resort & Spa, either by mail or phone. To make a reservation, contact:

**KONOCTI HARBOR RESORT & SPA
RESERVATION OFFICE
8727 SODA BAY ROAD
KELSEYVILLE, CA 95451**

or call the toll free number at **(800) 862-4930.**

MARINA AND BOATING FACILITIES DISCOUNTS

Local Union 38 members, after presenting their current paid dues card and identification at the Marina facilities are entitled to free launching of boats on the launch ramp and a 50% discount on the fee for overnight berth storage.

When a member allows a friend, relative or neighbor to use their name and credentials for the purpose of obtaining accommodations at Konocti at the special rate, they are not only cheating their union brothers and sisters, they cheat themselves. They also jeopardize their own personal future rights and privileges. If such actions are discovered, the member's special Konocti privileges will be denied for a period to be determined by the Rules, Policy and Grievance Committee and the member will be called to appear before the Committee for a hearing.

"A" AND "B" RATING DETERMINED BY EMPLOYER CONTRIBUTIONS

The Committee has established two discounts for Local 38 members staying at the Konocti Harbor Resort and Spa, depending on how the member is employed.

To meet the eligibility requirements for an "A" rating, you must have worked for an employer or employers who contributed to the Convalescent Trust Fund for an aggregate of 1200 hours on your behalf in the preceding four (4) years January 1, 2003 through December 31, 2007. Members qualifying for the "A" rate will receive 50% off the public room rate.

All other Local Union 38 members have been assigned a "B" rating. Members qualifying for the "B" rate will receive 25% off the public room rate.

DISCOUNTS APPLY TO MEMBERS AND SPOUSES ONLY

The official policy, as set forth by the Committee, is as follows: members' special rates are only for qualified Local 38 members and their spouses, as listed on their records in the Trust Fund office. Friends and relatives of Local Union 38 members, including sons and daughters, are not eligible for a member's reduced rates. Discount rates will be applied to the rental of one room only. Additional rooms will be charged at the public rate.

In the past some non-members have attempted to take advantage of our special low rates by making a reservation in the name of a Local 38 member and producing that member's dues card as a means of identification upon registering at the resort.

To correct this, those holding "A" or "B" ratings **must**, in all cases, show their driver's license when registering at the Resort. Any member who is unable to show their driver's license or other form of legally acceptable photographic identification - will

be charged the public rate.

CHECK-IN TIME FOR ALL RESORT ROOMS IS 4 P.M.

In the past guests have arrived at Konocti as early as 10:30 a.m. expecting to check into their rooms immediately. The Konocti staff is more than willing to check in arriving families early IF THE FACILITIES ARE AVAILABLE. However, more often than not, the facilities are not available, since checkout time is 11 a.m. and each unit must be thoroughly cleaned and made ready before a new guest can check in. You are welcome any time, but don't expect to Check-in to your room before 4 p.m. Bring a cooler or similar container for your perishables.

CHECK-OUT TIME FOR ALL ROOMS IS 11 A.M.

All hotel rooms, apartments and cottages must be thoroughly cleaned and made up for the arriving

guests. They must be available to the cleaning staff by 11 a.m. Members who do not check out on time cause great inconvenience to their fellow members and families.

In the past violation of the check out rule last season has kept arrivals waiting as late as 6 PM. As a result the management at the resort has been instructed to charge a late charge equal to 50 percent (50%) of the room rate plus tax to the room folio of any guest who has not vacated their room by the 11 o'clock check out time.

If any guests still have not vacated their units by 4 p.m. on checkout day, their belongings will be removed by Konocti management and security and stored with Konocti security. A service fee charge of 50% of the room rate will be charged to the room in addition to the late charge.

Konocti Public Room Rates

Room Type	Level 1	Level 2	Level 3	Level 4	Level 5	Sun - Thurs. Midweek (in-season) <small>(Excludes Concert Nights)</small>	Sun -Thurs. Midweek (off-season) <small>(Excludes Concert Nights)</small>
Vista Cloud Queen	\$89	\$99	\$109	\$129	\$159	\$79	\$69
Vista Cloud Double	\$99	\$109	\$119	\$139	\$169	\$89	\$79
Vista Cloud Family Unit	\$109	\$119	\$129	\$149	\$179	\$99	\$89
Vista Sky, Lake, Breeze Deluxe Hotel Rooms	\$129	\$139	\$149	\$169	\$199	\$109	\$99
Vista Sun, Star, Moon - Hot Tub Suites	\$259	\$279	\$299	\$349	\$399	\$219	\$169
Haven Apartment	\$199	\$229	\$249	\$279	\$349	\$169	\$129
Beach Cottage	\$199	\$229	\$249	\$279	\$349	\$169	\$129
VIP Suite	\$399	\$499	\$599	\$699	\$799	\$349	\$349

Midweek Discount Packages Available

APPLICABLE ROOM RATES VARY, BASED ON EVENTS, TIME OF THE YEAR, ETC.

PLEASE CALL FOR CURRENT RATE INFORMATION AND AVAILABILITY

Rates are based on single or double occupancy. Rollaways are available upon request - \$10.00 per bed/night. Check-in time is 4:00 p.m. ~ Check-out time is 11:00 a.m. Reservations are subject to charge, if cancelled later than noon 48 hours prior to reservation day.

* Rates and cancellation policies are subject to change.

St. Patrick's Day Parade a Labor Success

Local 38 joined scores of labor and community groups in the annual St. Patrick's Day parade in San Francisco last month.

In recent years the parade has become one of San Francisco major labor-backed public events, with the city's building trades unions turning out in force to make their presence know in the community.

More than 150 Local 38 members and apprentices marched in the March 15 parade, led by banners, the traditional Local 38 cable car, and Local 38 member Bill Tracy's classic Cadillac convertible.

"I want to thank everyone for turning out for the parade," said Local 38 Business Manager Larry Mazzola, Sr. "Its great to have an event like this that brings labor and the community together. It's a good showing for San Francisco's unions, and a lot of fun."

The Local 38 marching unit was once again organized by member Dan McCormick, Jr.



U.A. STAR Examinations offered in May

Including two new examinations for HVAC/R Technicians:

- * UA STAR Commercial Refrigeration Exam
- * UA STAR Residential-Light Commercial HVACR 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

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

The examination will be held in May 14, 2008. 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. REGISTRATION MUST BE COMPLETED BY MAY 2, 2008.

Annual Event Set for June 28 at Adobe Creek

It's time once again to pull out the clubs and golf shoes, and get ready for one of Local 38's most popular annual events, the Local 38 Charity Golf Tournament. This year the tournament will benefit the Brain Tumor Foundation.

JUNE IN PETALUMA

The tournament will be held on Saturday, June 28 at the Adobe Creek Golf Course in Petaluma. The course has been the site of the tournament for the last seven years, and has become a favorite of players because of the warm, gentle summer afternoons.

Tee time for the tournament is 1:00 p.m., and the format will be shotgun, with players playing their own balls.

A PROUD TRADITION

"The Local 38 Charity Golf Tournament has become one of our proudest traditions," said Local 38 Business Manager Larry Mazzola, in announcing this year's event. "We started the tournament as a way to spend some time on the golf course with friends, families and other union members. However, the tournament has become Local 38's major annual charitable event. Thanks to the support of players, sponsors and donors, we have been able to make major contributions to many deserving charities.

Over the years the Local 38 Charity Golf Tournament has raised more than \$400,000 for a wide variety of charities ranging from the fight against breast and prostate cancer to the rebuilding of Mission Dolores.

"This year's tournament proceeds will go to the Brain Tumor Foundation," explained Mazzola. "This is an important national organization dedicated to providing help for patients and families with brain tumors, as well as raising awareness among medical professionals and the public."

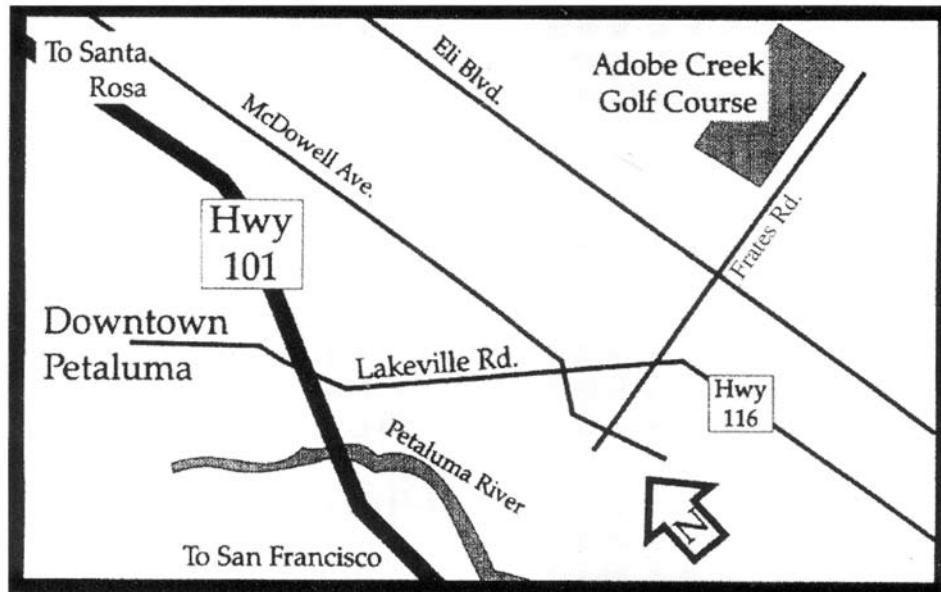
NATIONAL BRAIN TUMOR FOUNDATION

More than 100,000 people a year in the United States are diagnosed with a brain tumor. The National Brain Tumor Foundation (NBTF) provides funding for tumor specific research, as well as a wide variety of support programs for tumor patients and their families.

Among the programs developed by the NBTF are numerous research grant programs so clinicians can continue their critical work, a Patient Help Fund that provides practical help for patients and families struggling with treatment related debt, and a Patient Helpline, which offers support and information to patients.

DIFFERENT WAYS TO DONATE

The Local 38 tournament provides three ways for people to contribute; by playing in the tournament, by sponsoring a hole on the



course, or through donations..

Playing in the tournament costs \$150 per person for Local 38 members or \$200 per person for non-members. The entry fee includes green fees, tee prizes, lunch and drinks on the course, and dinner following the tournament.

Sponsoring a hole costs \$250, which buys a colorful sign located

at the tee-area of a hole. Signs can include corporate logos or other information.

While players are the backbone of the tournament, it is corporate hole sponsorships and donations that raise the majority of money for the tournament's charitable donation.

LIMITED NUMBER OF PLAYERS

Accompanying this article you will find an application form for those interested in playing in the tournament or sponsoring a hole. Because there are only 144 playing spaces available for the tournament, those interested in playing should reserve their spaces as soon as possible. To reserve a spot you must fill out the accompanying form and mail it, along with your check payable to the Local 38 Golf Tournament, to 1621 Market St., San Francisco CA 94103. Reservations will only be held for those who actually pay their entry fees.

ADOBE CREEK

To get to the Adobe Creek Golf Course take Highway 101 to Petaluma, and take the Lakeville Highway exit at the south end of the city. Follow Lakeville Highway east for approximately one-mile, until it intersects with Frates Road. Follow Frates Road and you will see signs for the Adobe Creek Golf Course on the left.

The 19th Annual Local 38 Charity Golf Tournament

Saturday, June 28, 2007
Adobe Creek Golf Course
Petaluma

\$150 for Local 38 members
\$200 for non-Local 38 members
\$250 for hole sponsorship
\$50 for dinner only

Entry fee includes cart, tee prizes, barbecue lunch, and dinner.

Registration: 10:30 a.m. - Barbecue Lunch: 11-Noon
Tee Time: 1 p.m.
Shotgun format, play your own ball
No-host cocktails 6 p.m. - Dinner 7 p.m.

IMPORTANT
Adobe Creek will only allow players on the course with soft cleats. Players arriving at the tournament with traditional cleats will be required to change, at a cost of \$5 per person

Tournament Proceeds will go to Brain Tumor Foundation

There are limited spots available in the tournament, so get your registration in as soon as possible. Make checks payable to Local 38 Charity Golf Tournament and mail your registration to 1621 Market St., San Francisco CA 94103. **FIRST WITH THE CHECK, FIRST REGISTERED**

Yes, I want to play in the 19th Annual Local 38 Charity Golf Tournament. Enclosed is my check in the amount of _____ for _____ tickets.

Name: _____

Address: _____

Phone: _____

Dinner Choice: _____ Prime Rib _____ Chicken

My company /group would like to sponsor a hole at the Local 38 Charity Golf Tournament. Enclosed is my check for \$_____ for _____ holes at \$250 per hole.

Foursome preferences:

1. _____ 2. _____

3. _____ 4. _____

Mail registration and check to Local 38 Charity Golf Tournament, 1621 Market St., San Francisco CA 94103

Open Enrollment Period Begins May 19

Local 38 members and families currently have the opportunity to change their health and welfare coverage for the upcoming year.

The annual "open enrollment" period gives eligible members and their dependents the opportunity to choose between three health care options for the upcoming year.

Open enrollment begins on May 19, 2008 and runs through Friday, June 20, 2008 with any Health and Welfare coverage changes taking effect on July 1, 2008.

THREE COVERAGE OPTIONS

Local 38 offers eligible members their choice of three health care options, including:

Health Net PPO Plan: Members may choose to go to an in-network Preferred Provider (i.e. physician, hospital, etc) listed in the Health

Net provider directory. The most up-to-date list of PPO Providers is available at the Health Net website, www.healthnet.com.

If a member or dependent chooses to go to a Health Net Preferred Provider, they will be responsible for a co-pay (\$20 for an office visit, \$50 for an emergency room visit, or \$100 for a hospital stay, with Health Net paying the balance of the fee.

Should the member or dependent choose to go to a non-network provider (not listed in the Health Net directory), Health Net will pay 80 percent of the "usual and customary" charges for covered services, with the member responsible for 20 percent of the "usual and customary" charges for covered services, and any additional charges. Members may go to a network or non-network provider as they choose. There is no requirement that once you go to a network provider, you must continue to go to a network

provider. The medical services covered under the plan are the same for network or non-network providers. The only difference is the potential co-pay or amount of the member's financial responsibility.

Members may also find a difference in the method of payment and claims reimbursement. Preferred Provider physicians have contracted with Health Net to accept a specified co-payment from a patient, and to bill Health Net for the balance of their payment. Non-network providers have the option of accepting a co-pay from the patient, but may require the member pay the entire cost of medical treatment out-of-pocket, and the member then seeks reimbursement from the Health Net.

Health Net HMO Medical Plan:

Under this plan members and dependents agree to receive their medical treatment ONLY from Health Net providers. Members may choose to go to a network Preferred Provider (i.e. physician, hospital, etc) listed in the Health Net provider directory. The most up-to-date list of HMO Providers is available at the Health Net website, www.healthnet.com.

Members have a lower out-of-pocket cost, with Health Net HMO

providers agreeing to provide all medical services for specific co-payment amounts. However, while costs to the members are less, members are restricted to using ONLY the doctors on the Health Net HMO provider list.

Kaiser Foundation HMO Medical Plan: This is the traditional Kaiser coverage, with members and their covered dependents receiving all their medical coverage from Kaiser doctors and facilities.

Again, it means lower out-of-pocket costs for members and their families, but restricts them to using ONLY Kaiser facilities.

NO RECOMMENDATION

Local 38 does not make any recommendation regarding the type of Health and Welfare coverage that will best meet the needs of members and their families. The Local 38 Health and Welfare Trustees believe that the three options available to Local 38 members ensure that you can select a program that will best suit your specific needs. It is important to remember that members who choose the Kaiser Foundation HMO Medical Plan should live within a reasonable distance from a Kaiser Hospital or medical clinic.

401(A) Open Enrollment

In addition to changing their Health and Welfare coverage, the Open Enrollment period brings Local 38 members the opportunity to change their 401(A) Defined Contribution Pension Plan amount.

Under the Defined Contribution Pension Plan members can contribute \$2, \$4, \$6, \$8, \$10 or \$12 in pre-tax earnings to a 401(A) plan. The effect is to decrease your current tax liability while actually saving additional money for retirement.

Under the rules of the plan, members can choose to decrease their amount of their hourly contribution at any time during the year, but can only increase their contribution during the Open Enrollment periods. Open Enrollment periods run from Monday, May 19 to Friday, June 20, 2008, effective July 1, 2008, and from Monday, November 17 to Friday, December 19, effective January 1, 2009.

Local 38 members will receive a mailing detailing how to change contribution amounts, including a form to be filled out and returned to the UA Local 38 Trust Fund Office, 1625 Market St., San Francisco CA 94103.

TRUSTEES OF U. A. LOCAL 38 TRUST FUNDS
1625 MARKET STREET • SAN FRANCISCO CALIF. 94103 • PHONE (415) 626-2000 • FAX (415) 626-2090

LARRY MAZZOLA, JR. SCOTT STRAWBRIDGE ARMAND KILIJIAN STEVE JENNINGS
Chairman *Co-Chairman* *Treasurer* *Secretary*


OFFICIAL NOTIFICATION

TO: Retirees Over 65 Years of Age participating in the U. A. Local Health & Welfare Plan

RE: Increase in Annual Prescription Coverage

The U. A. Local 38 Board of Trustees has approved an increase in the U.A. Local 38 Health & Welfare Prescription Plan for all retirees 65 years of age and over and their spouses from \$2,000.00 to \$3,000.00 each per plan year commencing July 1, 2008.

Very truly yours,


PETER P. MACHI,
Administrator

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LARRY MAZZOLA, JR. SCOTT STRAWBRIDGE ARMAND KILIJIAN STEVE JENNINGS
Chairman *Co-Chairman* *Treasurer* *Secretary*

OFFICIAL NOTIFICATION

TO: Participants and employees of employers contributing to the U. A. Local 38 Health and Welfare Fund

RE: Selection of Health Plan Coverage

From May 19 through Friday, June 20, 2008 you have the opportunity to change your enrollment from your current health care program to any one of the three health care programs provided by the U. A. Local 38 Health and Welfare Trust Fund.

Participants in the Fund may choose between either the Health Net PPO Plan, which includes the 80%-20% (out of network) coverage and the PPO option(in-network); the Health Net HMO Plan, or the Kaiser HMO Plan. Your choice of a health care program during this open enrollment will cover the 12-month period from July 1, 2008 through June 30, 2009. The next open enrollment period will be during May and June 2009 for the period July 2009 through June 2010.


IMPORTANT

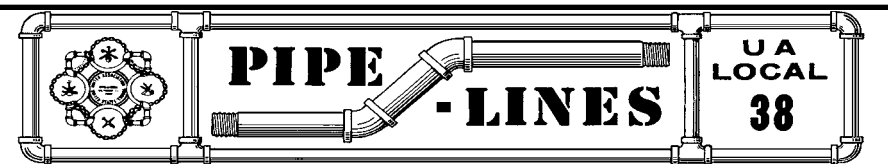
In electing or continuing Kaiser coverage, you should realize that the Kaiser Foundation Health Plan now requires mandatory arbitration in the event of a medical malpractice claim. This is a requirement of the Kaiser Foundation Health Plan and not a requirement of the U. A. Local 38 Health and Welfare Trust Fund.

1. IF YOU WANT TO KEEP THE COVERAGE YOU HAVE NOW, DO NOT CONTACT THE TRUST FUND OFFICE.
2. If you wish to change from your current health care program to one of the other health care programs described above, please call the Trust Fund Office at (415) 626-2000 for an Enrollment Form.
3. The Trust Fund office will send you a confirmation notice of your change of health care programs upon receiving your completed Enrollment Form. Your choice of health care program, whether it is the Health Net PPO Plan, the Health Net HMO Plan, or the Kaiser HMO Plan does not in any way affect your coverage under the Employee Life and Accidental Death and Dependent Life Insurance, Employee Disability, Dental, Vision or Prescription Drug plans.

The selection of benefits is entirely the responsibility of each member. However, if you need information, please contact the Local 38 Trust Fund Office at (415) 626-2000.

Sincerely yours,


PETER P. MACHI
Trust Fund Administrator



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: R.J. Ferrari. Pipelines Editor: Rob Weinstein.

website: www.ualocal38.org

Continued from Page 1

and Local 38. We may not agree on every issue, but they are more than willing to listen and consider our point of view. I want to personally thank Speaker of the House Nancy Pelosi and our other Congressional Representative for taking the time to listen to our concerns and issues.

JUNE 3 ELECTION

All this political activity is particularly important in light of the statewide election coming up on June 3. It would be easy to overlook this election--the California presidential primary was held in February, and the "real" election will be held in November. But that would be a mistake.

In addition to choosing Democratic and Republican nominees to run in November--an important enough task in itself--there are a number of important statewide and local propositions that are on the June 3 ballot. I urge you to look over the list of COPE endorsements for this election (see page 8 of this issue), and to make sure you vote, either by mail or at the polls.

Now, on to some housekeeping matters...

APPRENTICE EXAMINATION

Local 38 will be giving our Apprenticeship Program Entrance Examination on June 14. You will see the official announcement on page 8 of this Pipeline. As you well know the pipe trades can provide a great career for the right people. So if you know anyone interested, here's their opportunity.

CAMP KONOCTI

On Page 3 of this Pipeline you will find the information and registration materials for the upcoming season at Camp Konocti. This is always one of our most popular benefits, and the one of which I am most proud. Two weeks of summer camp for the sons and daughters of our members is a great opportunity that's just not available to many working families. Reservations are on a first-come, first-serve basis, so get your registration forms in. We're looking forward to another first-rate season.

KONOCTI SUMMER RATES

On page 4 of this issue you will find the summer rules and rates for the Konocti Harbor Resort & Spa. Again, this is a great opportunity for a family vacation at a reasonable price. One change. This year we did not print VIP discount cards in *Pipelines*. Instead, they are available through the union office, so give us a call if you need some for additional friends and family.

GOLF TOURNAMENT

On June 28 we will be holding the Annual Local 38 Charity Golf Tournament at Adobe Creek Golf Course in Petaluma. This has become Local 38's biggest charity event of the year, and this year's proceeds will go to the Brian Tumor Foundation, a group that provides research, support and assistance to brain tumor patients and their families. It's a great chance to have a fun day playing golf while donating to a good cause. I look forward to seeing you there.

OPEN ENROLLMENT

Finally, on page 7 of this issue you will find the official announcement for the Open Enrollment period for Local 38's Health and Welfare program, and for the 401(A) pension program. It's important to take advantage of this opportunity to make sure that your benefits are meeting your changing needs, so read the material carefully and make any appropriate adjustments.

COPE Endorsement for June 3 Ballot

The UA Local 38 Committee on Political Education (COPE) urges all Local 38 members and supporters to vote for the following endorsed candidates in the upcoming June 3, 2008 primary election.

COPE endorsements are determined through extensive research on candidates and issues. The key issue is whether or not a particular candidate or issue will further the aims of Local 38, organized labor, and working families as a whole. Your COPE works closely with the AFL-CIO, the California Labor Federation, the California Building and Construction Trades Council and local labor and building trades councils to determine those endorsements that will best suit the needs of union members.

We urge you to vote for COPE endorsed candidates in the upcoming election.

US HOUSE OF REPRESENTATIVES

- Dist. 1 Mike Thompson
- Dist. 6 Lynn Woolsey
- Dist. 7 George Miller
- Dist. 8 Nancy Pelosi
- Dist. 9 Barbara Lee
- Dist. 10 Ellen Tauscher
- Dist. 12 Jackie Speier
- Dist. 13 Pete Stark
- Dist. 14 Anna Eshoo
- Dist. 15 Mike Honda
- Dist. 16 Zoe Lofgren

CALIFORNIA STATE SENATE

- Dist. 3 Carole Migden
- Mark Leno
- Dist. 11 Joe Simitian
- Dist. 13 Elaine Alquist

CALIFORNIA STATE ASSEMBLY

- Dist. 1 Wesley Chesbro
- Dist. 6 Jared Huffman
- Dist. 7 Noreen Evans
- Dist. 11 Tom Torlakson
- Dist. 12 Fiona Ma
- Dist. 13 Tom Ammiano

STATEWIDE PROPOSITIONS

- Prop. 98 NO
- Prop. 99 YES

SAN FRANCISCO

- Superior Court, Seat 12 Mary E. Mallen
- Prop. A School Parcel Tax YES
- Prop. B City Employees Retirement YES
- Prop. C Forfeiture of Retirement NO
- Prop. D Diversity on City Boards NO
- Prop. E Confirmation of PUC Appointments NO
- Prop. F Affordable Housing NO
- Prop. G Bayview Jobs and Housing YES
- Prop. H Campaign & Govt. Conduct Code NO

Democratic Central Committee

- District 12 Dan Dunnigan
- Tom Hsieh
- Mary Jung
- Hene Kelly
- Jane Morrison
- Matt Tuchow
- David Wong
- District 13 Michael Farrah, Jr.
- Leslie Katz
- Linda Richardson
- Holly Thier

Local 38, Labor Heritage Program Instituted

The Local 38 Training Department has instituted an Introduction to Local 38, including a UA and Labor Heritage Program for first period apprentices, Local 38 Business Manager Larry Mazzola, Sr., announced recently.

"We are interested in letting our apprentices know exactly what is expected of them, both as members of Local 38, and as members of the labor movement as a whole," Mazzola explained in announcing the class.


"We want our apprentices to feel like they are a part of something larger than just their paycheck."

The class is being taught by long time Local 38 *Pipelines* Editor and teacher Rob Weinstein. Weinstein has taught computers in the Local 38 training program for the past 10 years, and has attended the UA Instructor Training Program in Ann Arbor. He has been a member of the International Typographical Union, the Northern California Newspaper Guild and the American Federation of Teachers for over 35 years.

"I'm proud to have Brother Weinstein teach this class," said Mazzola. "He has been a Local 38 teacher for 10 years, has taught for the United Auto Workers in the past, and has written extensively on labor and Local 38 history."

Weinstein has won numerous awards for his editing of *Pipelines*, and served as the President of the Western Labor Communications Association.

Apprentice Entry Exam Set



THE JOINT APPRENTICESHIP AND TRAINING COMMITTEE OF
THE PLUMBING AND PIPE FITTING INDUSTRY U.A. LOCAL 38

1623 MARKET STREET • SAN FRANCISCO, CA 94103-1217 • (415) 626-2000 • FAX (415) 626-2090 • WWW.UALOCAL38.ORG

April 16, 2008

TO: ALL INTERESTED PARTIES

SUBJECT: APPLICATIONS FOR APPRENTICE PLUMBER, STEAMFITTER, REFRIGERATION AND AIR CONDITIONING MECHANIC

TERM: This Apprenticeship involves five (5) years on-the-job training and also includes two (2) evenings per week in attendance at related training instruction classes.

PROCEDURES FOR FILING APPLICATION – (read this entire announcement carefully)
The Local 38 JATC will be accepting applications for entrance into the Apprentice Training Program. The application period shall be Monday, June 2, 2008 through Friday, June 13, 2008, between 9:00 A.M. and 12:00 NOON, ONLY, excluding Saturday and Sunday. During this application period, applications will be available for pick-up at 1623 Market Street, San Francisco, Ca, and at 3473 Santa Rosa Avenue, Santa Rosa, Ca. Also during this application period, applications will be available for download only at our website at www.ualocal38.org

Completed applications must be filed at 1623 Market Street, San Francisco, Ca only and must be filed during the application period stated above. Applications must be filed in person. Deadline for returning applications will be Friday, June 13, 2008 at 12:00 Noon.

Testing Date: SATURDAY, JUNE 14, 2008

MINIMUM REQUIREMENTS:

- AGE:** Applicants must be at least 17 years of age on the date of filing an application, and 18 or older to be indentured. A current, valid California Drivers License or Birth Certificate is required for identification and proof of age when making application. The ORIGINAL proof of identification must be presented for verification and a copy must be provided with your application.
- EDUCATION:** Applicants must be a High School graduate or equivalent. The Military transfer or discharge form DD-214 will be accepted as proof of education. The ORIGINAL High School diploma or high school equivalency (GED) certificate or Form DD-214 must be presented for verification and copies must be provided with your application.
- PHYSICAL REQUIREMENTS:** Must be able to perform the physical requirements of the Trade.

APPLICATIONS WILL NOT BE ACCEPTED IF THE ABOVE REQUIREMENTS ARE NOT MET.

HOURLY WAGE: Starting wage is 40% of the Journeyman hourly rate of pay.
QUALIFYING TEST: Applicants who meet the above minimum requirements will be scheduled and notified to take a two part qualifying written test: Numerical Ability (basic math) and Mechanical Reasoning. Minimum passing score shall be a 70% composite grade.
Interview: Applicants successfully passing the qualifying written test will be scheduled for an oral interview by the JATC.
Eligibility: Upon completion of the oral interview, applicants will be evaluated based on their qualifying written test results and oral interview scoring. Applicants passing overall evaluation will be placed on a ranked and rated eligibility list (highest scorer down) for possible call-up when apprentices are to be taken into the program. Potential for acceptance and employment will be based on industry needs.

APPLICATION DOES NOT GUARANTEE EMPLOYMENT OR ACCEPTANCE INTO THIS PROGRAM. AN AFFIRMATIVE ACTION – EQUAL OPPORTUNITY PROGRAM
[JOSEPH P. MAZZOLA TRAINING CENTERS](http://www.josephp.mazzola.org)