



San Francisco
December 2008

**HAPPY HOLIDAYS FROM THE
OFFICERS AND STAFF OF
UA LOCAL 38 SAN FRANCISCO**



Spring Journeyman Classes Set

CAD Mech, the newest 3D piping software used throughout the United Association, will be among the classes to be offered by the Local 38 Training Department during the upcoming Spring 2009 semester at both the San Francisco and Santa Rosa Training Centers.

QUALITY INSTRUCTION

"We are very proud of our Journeyman classes," said Local 38 Training Director Steve Mazzola. "Our classes provide instruction at every level of the trades. It gives our Journeymen a chance to make sure they know all the latest information and techniques they need for their trade."

The first day of the Spring 2009 Semester for Local 38 Apprentices at the San Francisco Training Center will be Monday, January 5, 2009. The first day for Local 38 Apprentices at the Santa Rosa Training Centers will be Tuesday, January 6, 2009. Apprentices should be on hand for the first night of classes at their respective Training Center. If you have questions about the dates, times and locations of your classes, call the Local 38 Training Department at (415) 626-2000 BEFORE the first night of class.

BACKBONE OF THE UNION

Training, Local 38 Business Manager Larry Mazzola, Sr. is fond of saying, is the backbone of Local 38. "Our advantage as a trade union is that we can provide the most knowledgeable, best training workers in the pipe trades," Mazzola says. "This is one of the major reasons that contractors sign our contract. They want workers whose training and knowledge make them

the most productive workers in the field.

FREE BENEFIT

Local 38's Supplementary Journeyman classes are available free of charge. The classes are designed to provide hands-on instruction in the latest tools, technology and techniques available to pipe trades

workers in the field.

All classes are filled on a first-come, first-served 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.

The deadline to register for Supplementary Journeyman Classes for the upcoming Spring 2009 semester is Monday, December 22, 2008.

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 reviewing and revising the current class offerings to meet the changing needs of our members and the industry.

Journeyman Classes Spring 2009

The following are the Supplementary Journeyman Training Classes that will be offered through the Local 38 Training Department during the 2009 Spring Semester. To register, please contact the Local 38 Training Department by telephone at 415-626-2000, by Monday, December 29, 2008. Please indicate which classes you are interested in attending. Classes will begin as indicated below:

SAN FRANCISCO CLASSES

CAD Mech, AutoCAD & Quick-Pen 3-D Piping Program – Starts Monday, 1/5/09

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

Backflow Testing Certification/ Backflow Survey Specialist/ Valve Repair – Starts Monday, 1/5/09

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 – Cancelled Spring 2009, Course will be offered in Fall 2009 Semester

This one-night course includes instruction on basic electricity, furnaces, hydronic heating, steam heating and related electronic controls and systems including hands-on instruction using the Hampden Steam Boiler Trainer. Instructor: Bill Flanery

HVAC/R– Starts Tuesday, 1/6/09

This two-night course (Tuesday & Thursday) will focus on Basic Electricity & Mechanical Control Systems. Course will provide an overview of basic electricity, control theory, and the different types of electrical and mechanical diagrams. Instructor: Rich Beaumont.

HVAC/R – Starts Tuesday, 1/6/09

This two-night course (Tuesday & Thursday) will consist of lab exercises including refrigeration cycle trainers and refrigerant controls. Instructor: James Comte.

Medical Gas Certification – Starts Wednesday, 1/7/09

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, 1/5/09, Instructor Available Monday & Tuesday Evenings

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

Welding Course – Starts Wednesday, 1/7/09, Instructor Available Wednesday & Thursday Evenings

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

SANTA ROSA CLASSES

HVAC/R – Starts Tuesday, 1/6/09

This two night course (Tuesday & Thursday) will focus on basic electricity. Study basic theory, definitions, and electrical components, and building simple circuits. Instructor: Rolf Stevens

HVAC/R – Starts Tuesday, 1/6/09

This two night course (Tuesday & Thursday) will focus on complete cooling tower system piping, start-up & commissioning of cooling towers and heat pumps. Also included are customer relation exercises. Instructor: David Copping

Medical Gas Certification – Starts Tuesday, 1/6/09

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 Christani & Brian Ancic

Welding Course – Starts Thursday, 1/8/09

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

SAN FRANCISCO

Name: _____

Address: _____

City, State, Zip: _____

Phone: _____

Social: _____

_____ CAD Mech, AutoCAD & Quick-Pen 3-D Piping Program	_____ Troubleshooting
_____ Backflow Testing/Survey Specialist/ Valve Repair	_____ Medical Gas Certification
_____ Boiler Controls & Code	_____ Welding Course, Monday-Tuesday
_____ HVAC/R	_____ Welding Course, Wednesday-Thursday
_____ Mechanical HVAC	

Classes I would like to see offered _____

Date: _____

Signature: _____

Return your completed form to the Local 38 Training Department, 1623 Market St., San Francisco CA 94103, by December 29, 2008.

SANTA ROSA

Name: _____

Address: _____

City, State, Zip: _____

Phone: _____

Social: _____

_____ HVAC/R-Basic Electricity	_____ Medical Gas Certification
_____ HVAC/R	_____ Welding Course

Classes I would like to see offered _____

Date: _____

Signature: _____

Return your completed form to the Local 38 Training Department, 1623 Market St., San Francisco CA 94103, by December 29, 2008.

2008 Local 38 Calendar

JANUARY

Thursday, Jan. 1 - NEW YEAR'S DAY; Building Trades, Metal Trades and SF City Holiday.

Monday, Jan. 5 - Spring Semester Training classes begin in San Francisco.

Tuesday, Jan. 6 - Spring Semester Training classes begin in Santa Rosa.

Wednesday, Jan. 7 - UNION MEETING - 6 p.m., Union Hall, 1621 Market St., San Francisco CA 94103.

Wednesday, Jan. 14 - E-Board Meeting, 5 p.m., Union Hall, 1621 Market St., San Francisco CA 94103.

Monday, Jan. 19 - MARTIN LUTHER KING'S BIRTHDAY, Building Trades, Metal Trades and SF City Holiday. No School in SF.

Wednesday, Jan. 21 - E-Board Meeting, 5 p.m., Union Hall.

Monday, Jan. 26 - LUNAR NEW YEAR, No school in SF.

FEBRUARY

Wednesday, Feb. 4 - UNION MEETING, 6 p.m., Union Hall, 1621 Market St., San Francisco CA 94103.

Wednesday, Feb. 11 - E-Board Meeting, 5 p.m., Union Hall.

Monday, Feb. 16 - PRESIDENTS' DAY; Building Trades, Metal Trades and SF City Holiday. No School in SF and SR.

Tuesday, Feb. 19 - Professional Development Day. No School in SR.

Wednesday, Feb. 25 - E-Board Meeting, 5 p.m., Union Hall.

MARCH

Wednesday, March 4 - UNION MEETING, 6 p.m., Union Hall, 1621 Market St., San Francisco CA 94103.

Sunday, March 8 - Daylight Saving Time starts.

Wednesday, March 11 - E-Board Meeting, 5 p.m., Union Hall.

Tuesday, March 17 - St. Patrick's Day.

Monday, March 24-Friday, March 28 - SPRING VACATION. No School in San Francisco or Santa Rosa.

Wednesday, March 25 - E-Board Meeting, 5 p.m., Union Hall.

Tuesday, March 31 - CESAR CHAVEZ DAY. No School in SF.

APRIL

Wednesday, April 1 - UNION MEETING, 6 p.m., Union Hall, 1621 Market St., San Francisco CA 94103.

Saturday, April 4 - United Association Apprentice Contest, Local 38 level, San Francisco Training Center, 1623 Market St., San Francisco CA.

Monday, April 6-Thursday, April 9 - Spring Break, no school in San Francisco.

Wednesday, April 8 - E-Board Meeting, 5 p.m., Union Hall.

Friday, April 10 - GOOD FRIDAY; Building Trades, Metal Trades and SF City Holiday.

Wednesday, April 23 - E-Board Meeting, 5 p.m., Union Hall.

Thursday May 30 - Friday, May 1 - UA Apprentice Contest, State-wide level. Local 393 Training Center, San Jose.

MAY

Wednesday, May 6 - UNION MEETING, 6 p.m., Union Hall, 1621 Market St., San Francisco CA 94103. (This is the last meeting before the traditional summer meeting break. The next union meeting is scheduled for the first Wednesday in October).

Sunday, May 10-Friday, May 15 - LOCAL 30 PENSIONER'S WEEK, Konocti Harbor Resort & Spa, Kelseyville CA.

Monday, May 11 - Joseph P. Mazzola Scholarship Applications available, Trust Fund Office, 1625 Market Street, San Francisco, (415) 626-2000.

Wednesday, May 13 - E-Board Meeting, 5 p.m., Union Hall.

Monday, May 18 - HEALTH AND WELFARE OPEN ENROLLMENT PERIOD BEGINS. Notify the Local 38 Health and Welfare Office if you want to change your medical plan enrollment.

Monday, May 18 - 401A OPEN ENROLLMENT PERIOD BEGINS. Members can change their 401A contributions by contacting the Local 38 Trust Fund Office.

Thursday, May 21 - Last night of school in San Francisco and Santa Rosa.

Friday, May 22 - Deadline to notify the Local 38 Trust Fund Office if you don't want your vacation check mailed to your regular home mailing address.

Monday, May 26 - MEMORIAL DAY, Building Trades, Metal Trades and SF City Holiday. No School in SF and SR.

Wednesday, May 27 - E-Board Meeting, 5 p.m., Union Hall.

Saturday, May 30 - ANNUAL UA LOCAL 38 MEMBERSHIP AND FAMILY PICNIC, 10 a.m., Konocti Harbor Resort & Spa.

JUNE

Monday, June 1 - VACATION CHECK DISTRIBUTION. Please notify the Local 38 Trust Fund Office by Friday, May 22 if you do not want your check mailed to your home.

Wednesday, June 10 - E-Board Meeting, 5 p.m., Union Hall.

Wednesday, June 10-Friday, June 12 - United Association Apprentice Contest, District 5 level, Local 290 Training Center, Portland, OR.

Sunday, June 14 - FIRST SESSION BEGINS, Camp Konocti, 8727 Soda Bay Road, Kelseyville, CA 95451.

Friday, June 19 - HEALTH AND WELFARE OPEN ENROLLMENT PERIOD ENDS.

Friday, June 19 - 401A OPEN ENROLLMENT PERIOD ENDS.

Saturday, June 27 - 18th Annual Local 38 Charity Golf Tournament, Adobe Creek Golf Course, Petaluma, CA.

Saturday, June 27 - FIRST SESSION ENDS, Camp Konocti.

Sunday, June 28 - SECOND SESSION BEGINS, Camp Konocti, 8727 Soda Bay Road, Kelseyville, CA 95451.

JULY

Wednesday, July 1 - 401(A) changes; Health and Welfare Plan changes

take effect.

Friday, July 3 - INDEPENDENCE DAY OBSERVED (Building Trades, Metal Trades and SF City Holiday) .

Saturday, July 4 - INDEPENDENCE DAY (Building Trades, Metal Trades and SF City Holiday).

Wednesday, July 8 - E-Board meeting, 5 p.m., Union Hall.

Friday, July 10 - Joseph P. Mazzola Scholarship applications for 2008-09 academic year due.

Saturday, July 11 - SECOND SESSION ENDS, Camp Konocti.

Sunday, July 12 - THIRD SESSION BEGINS, Camp Konocti.

Wednesday, July 22 - E-Board meeting, 5 p.m., Union Hall.

Saturday, July 25 - THIRD SESSION ENDS, Camp Konocti.

Sunday, July 26 - FOURTH SESSION BEGINS, Camp Konocti.

AUGUST

Saturday, Aug. 8 - FOURTH SESSION ENDS, Camp Konocti.

Wednesday, Aug. 12 - E-Board meeting, 5 p.m., Union Hall Sunday, Aug. 10-Friday, Aug. 15 - United Association Instructor Training Program, Apprentice Contest finals, An Arbor, MI.

Monday, Aug. 24 - Beginning of Fall Semester Apprentice Classes in San Francisco.

day, Aug. 24 - Beginning of Fall Semester Apprentice Classes in Santa Rosa.

Wednesday, Aug. 26 - E-Board meeting, 5 p.m., Union Hall.

SEPTEMBER

Monday, Sept. 7 - LABOR DAY (Building, Metal Trades and SF City Holiday).

Wednesday, Sept. 9 - E-Board meeting, 5 p.m., Union Hall.

Wednesday, Sept. 23 - E-Board meeting, 5 p.m., Union Hall.

OCTOBER

Wednesday, Oct. 7 - UNION MEETING, 6 p.m., Union Hall, 1621 Market St., San Francisco CA 94103 This is the first meeting after the traditional Summer break.

Monday, Oct. 12 - Faculty Day Holiday, No classes in SF.

Wednesday, Oct. 14 - E-Board meeting, 5 p.m., Union Hall.

Wednesday, Oct. 28 - E-Board meeting, 5 p.m., Union Hall.

NOVEMBER

Wednesday, Nov. 4 - UNION MEETING, 6 p.m., Union Hall, 1621 Market St., San Francisco CA 94103.

Wednesday, Nov. 11 - VETERAN'S DAY, SF City Holiday ONLY. No school is San Francisco or Santa Rosa.

Wednesday, Nov. 11 - E-Board meeting, 5 p.m., Union Hall.

Friday, Nov. 27 - Deadline to notify the Trust Fund Office if you do not want your holiday check mailed to your regular home mailing address.

Wednesday, Nov. 25 - No school in San Francisco and Santa Rosa.

Thursday, Nov. 26 - Joe Mazzola Memorial Horse Race, Golden Gate Fields.

Thursday, Nov. 26 - THANKSGIVING (Building, Metal Trades and SF City Holiday).

Friday, Nov. 27 - DAY AFTER THANKSGIVING HOLIDAY (Building, Metal Trades and SF City Holiday).

DECEMBER

Monday, Dec. 7 - HOLIDAY CHECK DISTRIBUTION. Please notify the Local 38 Trust Fund Office by Tuesday, November 24 if you do not want your check mailed to your home.

Wednesday, Dec. 2 - UNION MEETING, 6 p.m., Union Hall, 1621 Market St., San Francisco CA 94103.

Wednesday, Dec. 9 - E-Board meeting, 5 p.m., Union Hall.

Thursday, Dec. 17 - Last day of Fall Semester in San Francisco and Santa Rosa.

Thursday, Dec. 24 - CHRISTMAS EVE, Building, Metal Trades and SF City Holiday.

Friday, Dec. 25 - CHRISTMAS, Building, Metal Trades and SF City Holiday.

Thursday, Dec. 31 - NEW YEAR'S EVE, Building, Metal Trades and SF City Holiday.

Local 38 E-Mail Addresses

LOCAL UNION 38 OFFICERS

Larry Mazzola, Sr., Business Manager -- ljmazzola@ualocal38.org
Larry Mazzola, Jr., Asst. Business Manager -- larryjr@ualocal38.org
Bill Blackwell, Business Agent -- bblackwell@ualocal38.org
John Chiarenza Business Agent -- jchiarenza@ualocal38.org
Steve Jennings, Business Agent -- sjennings@ualocal38.org
Frank Reardon, Business Agent -- freardon@ualocal38.org
Tony Guzzetta, Field Organizer -- tguzzetta@ualocal38.org

STAFF

Marlene Mares (nee Carcamo) -- mmares@ualocal38.org
Lisa Andrini -- landrini@ualocal38.org
Steve Ballard -- sballard@ualocal38.org
Rob Weinstein, Pipelines -- rweinstein@ualocal38.org

LOCAL 38 TRUST FUND

Peter Machi, Administrator -- pmachi@ualocal38.org
Tina Cruz -- tcruz@ualocal38.org
Joan Norris -- jnorris@ualocal38.org
Rebecca Richardson -- rrichardson@ualocal38.org
Stephanie Vasconcelos -- svasconcelos@ualocal38.org

TRAINING DEPARTMENT

Stephen Mazzola, Training Director -- smazzola@ualocal38.org
Liam Devlin -- ldevlin@ualocal38.org
Nichole De Jesus -- ndejesus@ualocal38.org



Presentations Enrich Local 38 Apprenticeship Program

A series of outside presentations from agency and manufacturer's representatives provide a rich diversity of educational opportunities for Local 38 apprentices. Pictured above (top) is Geberit representative Tim Dallas, doing a demonstration of Gerberit's wall hung toilets and the trainer they donated to the Local 38 Training Department. Immediately above and to the right are pictured Assistant Training Director Liam Devlin, Stephanie Hughes, Meg Gale and Local 38 Instructor Bob Christman. Hughes, (pictured at right during the presentation) and Gale represented the San Francisco Water Pollution Prevention Program with a presentation about copper pollution and the effect it has on San Francisco Bay.

UA University Offers Online Classes for Members

A series of classes ranging from 3-D CAD to UA and Labor History are currently offered on-line to UA members as part of the UA University program.

Members interested in taking any on-line classes should login to uanet.org (you need to register using your UA card number), go to UA Info on the menu bar and choose training and UA Course Registration. Follow the instructions to register for the class of your choice. Classes are available at no cost for UA members.

The following is a partial list of classes being offered through the UA University program:

3-D Computer Aided Drafting (CAD), class number 454: Offered in three sessions, 1/20-3/24/2009, 4/48-6/30/2009 or 9/8-11/3/2009;

Electrical Controls Online, class number 444: 1/19-4/13/2009 or 9/14-12/7/2009;

Heat Pump Fundamentals, class number 234: 2/2-3/16/2009 or 9/21-11/2/2009

HVAC Star Exam On-Line Review and Preparation, class number 380: 4/27-6/8/2009; 9/7-10/19/2009 or 11/2-12/14/2009

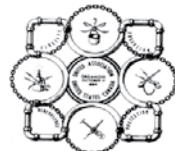
Intermediate Computer Aired Design (CAD), class number 453: 1/19-3/23/2009; 4/27-6/29/2009 or 9/7-11/2/2009

Introduction to Computer Aided Design (CAD), class number 452: 4/27-6/29/2009 or 9/7-11/2/2009

Labor History & the UA: 1800 to Present, class number 522: 2/2-4/27/2009 or 9/21-12/14/2009

Refrigeration Controls, class number 442: 2/3-4/28/2009 or 9/15-12/8/2009

TELEPHONE 626-2000



UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY

LOCAL UNION NO. 38

1621 MARKET STREET • SAN FRANCISCO, CALIF. 94103

OFFICIAL NOTICE

Dear Brothers and Sisters:

Nominations for Convention Delegates will be held as a Special Order of Business on January 7, 2009, at 6:30 p.m. at 1621 Market St., San Francisco, California. Election of Convention Delegates will be held as a Special Order of Business on February 4, 2009 at 6:30 p.m. at 1621 Market Street, San Francisco, California. In case of a tie vote, a runoff election will be held at the meeting on March 4, 2009 at 6:30 p.m. at 1621 Market Street, San Francisco California.

The eighty-ninth Call for a Convention of the California State Pipe Trades of the United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada is hereby issued to convene on Tuesday, May 5, 2009, and to continue thru May 10, 2009, in Palm Springs, California.

Records at the California State Pipe Trades Council office indicate that Local 38 is authorized to elect 10 delegates.

IMPORTANT: No member shall be eligible as a Delegate or Alternate unless he/she shall have been a member in good standing for a period of at least one year immediately prior to the election. No Delegate shall be eligible to hold office in the California State Pipe Trades Council who is not eligible to hold office in his/her own Local Union. The United Association Constitution shall prevail.

Fraternally,

Larry Mazzola

Larry Mazzola
Bus. Mgr. & Fin.-Secty-Treas.

Affiliated with American Federation of Labor Bldg. & Constr. Trades Dept., Metal Trades Dept., Union Label Trades Dept., Railway Dept., Dominion Trades & Labor Congress of Canada

Local 38 Mailbox

Thanks For Your Support

Dear Larry,

I want to thank you and UA Local 38 for your very generous donation to my campaign. I appreciate and value your support.

The campaign is making tremendous progress thanks to the help of countless friends throughout California. The Democratic registration advantage in the district continues to grow, and our supporters are working every day to assure us a victory in November.

With the election just weeks away, I am particularly grateful to have your help, as it will take all of us to achieve the changes we want to see in Sacramento. We all know what is at stake for our families and our future, and I appreciate everything that you have done. Please feel free to contact me at any time if you need additional information or if I can help with anything.

Sincerely,
Joan Buchanan
Candidate AD-15

Ducks Unlimited Says Thanks

Dear Friends:

On behalf of the Officers and members of Ducks Unlimited, I wish to express sincere appreciation for the contribution in memory of Jack Barrett. This memorial is a fitting tribute to one who was so dedicated to the outdoors and wildlife.

Your thoughtful donation will be used by Ducks Unlimited in its important programs of preserving

and creating habitat for waterfowl and other wildlife in Canada, Mexico and the United States. Our efforts will help insure that this continent's waterfowl will be around for future generations to enjoy.

Acknowledgment of this memorial has been sent to Daniel Barrett.

Yours truly,
Becky Paysinger
Manager, Membership
Records and Services

Legislator Appreciates Contributions

Dear Larry,

This has been a time of momentous challenge, and with it, momentous opportunity. I could not do the work that I do – standing up for the critical values and principles we hold dear—without your support.

Thank you for your generous contribution to the success of my Sunset in the Wine Country event, and my election campaign.

There is much work yet to be done. I take heart from your steadfast support

Gratefully,
Noreen Evans

SF Supervisor Says Thanks For Support

Dear UA Local 38

Happy holidays! I'm writing to thank you for your support of our successful grassroots campaign for the San Francisco Board of

Supervisors.

Over the past few months we stood and fought together for our Richmond District and Our City against big business forces that were trying to buy the election and squelch democracy with their negative and dirty campaigning. We were up against over \$300,000 of special interest money to stop us, but we prevailed with our grassroots campaign and 'people power'. Thank you for your work to preserve our neighborhood's voice on the San Francisco Board of Supervisors.

Forward! I could not have won without your help - your monetary contributions, smiles and hugs at the events, sharing of songs and art, feet on the ground, and 'hard time' on the phone banks in our office. While our incredible campaign staffers Sonya Mehta and Sue Vaughan, and Gordon Mar were cracking the whips, I saw many of you coming back for more! because you knew our campaign needed you. And, I humbly thank you for your hard work and contributions to OUR victory.

There isn't any way that I adequately thank you all.

In Unity,
Eric Mar

Thanks From House Speaker

Dear Larry,

We are living through a time of extraordinary challenges, and equally great opportunities for our country. Every day I am grateful to have the support of so many dedicated friends and colleagues who are committed to helping lead America in a New Direction.

I am proud to be serving as Speaker during a time when Congress is working to make our country safer, our families stronger, our planet more sustainable and our government more honest and accountable. Most recently, I had the privilege of leading our successful fight to pass our economic stimulus plan to give struggling families a second chance at the American dream.

The stakes could not be higher for America. While the Republicans are fighting to protect the status quo that George Bush has given us, our Democratic Majority is leading the fight for change. There is much work still to do.

Together we will provide our children with the safer, healthier and more prosperous future they deserve. Thank you again for standing with me at this critical time.

With Gratitude,
Nancy Pelosi
Speaker of the House

Fight Night Success

Dear Fight Night Supporter,

Our 8th Annual Charity even was a huge success. Because of your support we had fourteen great bouts. The proceeds will help us to support local charities.

Those who bring sunshine into the lives of others, cannot keep it from themselves. We will not forget our friends.

Sincere Thanks,
Rich Conway, President
Ancient Order of Hibernians
in America
Division 5

Why You Should Keep Contributing To Your 401 Retirement Plan

A down market is no time to pull your money out or cut contributions.

This article is the opinion of Joyce Blonskij, a well respected investment expert. I thought you might enjoy reading her opinion.
--Larry Mazzola, Sr.

With the way the market is behaving, you may be tempted to pull money out of your 401 Retirement Plan right now or greatly reduce your contributions. If you're considering such a move, please reconsider it.

Don't stop saving for retirement. Even if you think you're wealthy enough to forego putting money in your 401 you could end up seriously shortchanging your retirement savings potential by reducing your retirement plan balance or elective salary deferrals.

A 401 plan is a great retirement savings vehicle - and the fact is that most Americans have not saved enough for their retirement years. Additionally, if you withdraw money from a 401 plan before age 59 1/2, you'll face a 10% tax penalty (with few exceptions) and you may end up spending money today that could have enjoyed tax-deferred

compounding in the future.

Don't expose more of your money to taxes. Usually, contributions to a 401 are tax-deductible. If you decide not to make those contributions, here's a consequence: the IRS and your state government will claim more of your income. So you'll wind up with less money in your wallet today and less money in your retirement account.

Do keep contributing steadily. It's a good idea to keep up the dollar cost averaging and continue to make steady month-to-month or paycheck-to-paycheck salary deferrals. In all probability, this is central to your financial plan - and how will you amass the retirement savings you need if you stop contributing? Sure, there are other ways to build retirement savings, but dollar-cost-averaged contributions to a 401 represent a consistent, recurring way to get that job done.

If you contribute to your 401 plan through a dollar cost averaging approach, your investment dollar is buying shares at a lower price in this down market - and it is also buying more shares for your money. That

could put you in a really-good position when the market rebounds.


It's a good idea to keep contributing even if you are failing behind financially. Should you pay down debts with your 401 assets? Only as a last resort. In fact, if you are looking at a bankruptcy or similar financial pressures, a 401 account is a really good place to put some of your money (the 2008 contribution limit is \$15,500, with a \$5,000 ceiling on additional "catch-up" contributions for workers 50 and older). Pension plan, IRA and 401 assets are protected in bankruptcy proceedings in most states.

Do review your goals. Look at your time horizon. Look at your

overall financial plan. Whether you are nearing retirement or far away from it, you will see that your 401 (is a vital tool for pursuing your financial objectives. So don't be discouraged by the short-term headlines; abide by the long-term plan created personally for you.

If you would like more information about how you can affect your retirement success and to have a personal review of your retirement plan and investment goals, please talk to a training, qualified financial advisor.

Joyce A. Blonskij is a Representative with Cambridge Investment Research.



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.

ILCA website: www.ualocal38.org

Memo to Members

by Larry Mazzola
Business Manager



As is usually the case in December, this will be a shortened column. 2008 has been one of those years that we optimistically call "interesting," and I can't say I'm particularly sorry to see it go.

As I'm sure everyone is aware, Local 38 is suffering from the same economic downturn as the rest of the country. Thanks to eight year's of George W. Bush's economic policies we are all facing a frightening, uncertain future. Make no mistake, it is working families, the families of Local 38 members and other workers across the country, who are feeling the brunt of that downturn.

THE GOOD NEWS

The good news is that we're just days away from the end of the Bush administration. On January 20th President-elect Barack Obama will be inaugurated, and for the first time in the 21st century we will have a President who actually cares about the problems facing working Americans.

President-elect Obama's administration is already filled with friends of labor, including Joe Biden, Hillary Clinton, Tom Daschele, and Bill Richardson. He has repeatedly stated his support for the Employee Free Choice Act, legislation that will make it easier for workers to win union representation. He has set healthcare reform as a major priority, a problem which effects every worker in the country, union and non-union alike. And he has vowed, unlike President Bush, to target any economic stimulus toward middle class, working Americans, not just toward corporate bailouts.

NO IMMEDIATE TURN AROUND

This doesn't mean that everything will change on January 21. George W. Bush and his corporate cronies have spent the last eight years looting America, at the expense of workers. We face a long, slow recovery process. But at least with President-elect Obama we can see the first steps. We can see a government dedicated to solving problems, to helping average Americans, and to rebuilding our economic and social infrastructure. 2009 may see some tough days, but at least we are finally going in the right direction.

JOURNEYMAN CLASSES

On Page 2 of this issue you will find the announcement of our upcoming Supplemental Journeyman classes for the Spring semester. Once again I would encourage you to look over the list carefully and sign up for classes you might need. Economic times are tough for members and contractors alike. We all need to be at the top of our game. These journeyman classes can provide the information you need to remain the best educated and skilled workers in the field.

HAPPY HOLIDAYS

I'm running out of space quickly, so I want to take this chance to thank everyone who attended the Joe Mazzola Memorial Horse Race on Thanksgiving. It was another great day of celebrating Joe and the sport he loved.

Finally, everyone here are Local 38, all the officers and staff, want to wish you, your families and your friends the happiest of holiday seasons. We all looking forward to 2009 and a brighter future.



The family and friends of former Local 38 Business Manager Joe Mazzola were on hand on Thanksgiving for the 20th Annual Joe Mazzola Memorial Horserace at Golden Gate Fields. The 1-mile race was won by Surf Town, ridden by Russell Baze. Pictured above are (from left to right) Devon Guzzetta, Larry Mazzola, Sr., Lori Mazzola, Joey Mazzola, Steve Mazzola, Judy Mazzola, Mark Kennedy, Russell Baze, Dan Kennedy, Joanne Kennedy, Mark Kennedy and Larry Mazzola, Jr.



What Others Are Saying

Restoring Common Sense To Labor Law

Legislation that makes it easier for workers to form unions died in the Senate last year but union advocates are hoping Barack Obama can perform some CPR. Obama has said that if the Employee Free Choice Act comes across his desk, then he will sign it into law. Still, union interests probably shouldn't count their chickens. The filibuster remains, as does a powerful anti-union lobby, to derail this legislation. Our president-elect has lots of squeaky wheels to fix in January as well, but only so much grease.

Organized labor has been the victim of captive politicians and business leaders over the last 60 years. Our labor laws originally were designed to protect workers from their powerful employers by encouraging unionization and punishing employers who interfered with the collective bargaining process. But a rash of strikes after World War II caused a legislative about-face. Enacted over President Harry Truman's veto in 1947, the Taft-Hartley Act shifted the focus from protecting workers, to protecting big business from the purported abuses of workers. The Harvard Law Review in 1947 deemed Taft-Hartley an outright rejection of our previous policy of encouraging

collective bargaining.

The kiss of death for unions, however, was President Ronald Reagan's 1981 firing of 11,345 striking air-traffic controllers who had ignored his work order, sending a rallying cry to employers across the nation, which they promptly heeded. Union membership as a percentage of the workforce has declined and is today but a small fraction of what it used to be.

And no wonder. Under the current law, unions have about as good a chance of getting off the ground as Howard Hughes' Spruce Goose, an enormous wooden aircraft that flew only once. Even if all employees in a workplace sign up for union representation, employers, backed by armies of corporate lawyers, can still force workers to suffer through labyrinthine National Labor Relations Board-sanctioned elections, which can take years. In these elections, employers have every advantage - more resources, virtually all of the economic leverage and unimpeded employee access.

The Employee Free Choice Act resurrects common sense. It says that if a majority of employees want union representation, then the employer must deal with the union. Democracy anyone? It also streamlines dispute resolution in initial contract talks, and imposes stiffer penalties on employers for unfairly interfering with union organizing.

Critics stoke fear and loathing of the proposed new law by asserting that the act deprives workers of the secret ballot NLRB elections. Not true. The act does not affect the option to hold a secret ballot NLRB election, except to make it the workers' option not the employer's.

The suggestion that the creation of more unions might pinch an already moaning economy may carry more appeal at a time when our economy needs stimulation. But don't be fooled - the prevailing approach to economic stimulation applies the self-same trickle-down theories that got us into this economic mess.

While the music may have changed on election day, we need to make sure the dance does, too. That means rebuilding our economy from the bottom up, by restoring respect, dignity and fairness for working Americans.

The Employee Free Choice Act would help do that. Which is why President-elect Obama should do more than sign it if it comes across his desk. He should use his mandate to make sure it gets there. Starting now.

The above article appeared in the San Francisco Chronicle on November 19, 2008. Aaron T. Knapp is an employment lawyer, writer and consultant living in San Francisco. To comment, e-mail him at aaronknapp@gmail.com.

Send Us Your E-mail Address

It's a new world out there, and we at Local 38 are determined to become part of the electronic age, whether we like it or not. For years we have communicated with our members through regular mail. When it came time to announce a meeting or inform the members about a special issue, we always sent a letter.

Not that there's anything wrong with the mail. We continue to do the vast bulk of our business by mail. But in some cases it is quicker, easier, and far less expensive, to be able to send an e-mail to members.

At least it would be easier, quicker and cheaper if we had e-mail

addresses for members, which we don't. That's where you come in. Please fill out the form and return it to UA Local 38, 1621 Market St.,

San Francisco CA 94103, or you can e-mail your information to Lisa in the union office at landrini@ualocal38.org.

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