

“This is history...”

BIGGE.com

Pile driver crew holding tag lines to help guide a 250-foot, 850-ton “tub” to support prefabricated road bed. For more photos from the Bay Bridge project, see page 4-5.

© Joseph A. Blum/People and Work Photography



# The Northern California Carpenter

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## Organizing report

### Organizers fight to keep members working

by Jay Bradshaw  
Director of Organizing

Despite the economic slowdown, your Organizing Department is stepping up the pressure on employers who would beat down our wages and working conditions. We're focusing on non-union general contractors who compete with our signatory general contractors.

We need your help. Join the 550 members who have signed up to participate in Carpenters in Action. We've already started training these activists on how to work with our organizing program.

And we're glad for the on-the-ground assistance. The recession has had an impact on some of our numbers. As of January 9, 2009, the NCCRC represented 37,519 members, which is a drop of 1,263 since October 2008. Work hours have held up somewhat, averaging just over 3 million hours a month for the final quarter of 2008.

Overall, however, our campaigns are paying off. Since October, we have signed 24 new employers, for a total of 120 new employers in 2008. This was a contract year, and a lot of our focus was on extending existing agreements. Adding extended agreements and joint ventures, we signed a total of 241 agreements in 2008.

South Bay Construction, in San Jose, has been the poster child for our campaign. After an intense legal fight over free speech rights, we won an NLRB decision upholding our right to protest in malls. We have also been successful in securing work for union employers  
*continued on page 3*



Doug Ailes and Dave Lang rig the crane to lift a 325-ton spreader bar.

## The Bay Bridge retrofit

*“This is history. My kids will know that their dad helped build it. We’ve worked on many bridges, but this is the mother of all of them. For our age, this is where you want to be.”*

—Martin Espinoza, Local 34

*“If you don’t learn something every day on this job, you aren’t paying attention.”*

—Terry L. Cronk, Local 34

*“On this job, the union starts with us. We take care of our own business. When we need the union, it’s there. The union presence is in the quality of work on this bridge.”*

—Leo Vega, Local 34

See more photos on page 4-5.



## Sacramento delirium

Daniel M. Curtin  
Director, California Conference  
of Carpenters

*California Dreamin'*, a hugely popular song from 1965 by the Mamas and the Papas, evoked hypnotic images of our golden state among America's youth. Aside from California's physical beauty and wonderful weather, our transportation, education and water systems were also world renowned.

Now, after decades of bi-partisan neglect, lack of political vision, failure to invest and 10 million more inhabitants, California's infrastructure has fallen into disrepair, stretching these systems to their breaking point. In 2006, after a strong bi-partisan legislative effort and urged on by the statewide campaigning of Governor Schwarzenegger, voters approved over \$40 billion in state bonds as a down payment on rebuilding this infrastructure.

Still, virtually everyone, regardless of political stripe, recognizes that at least \$500 billion will be needed over the next 20 years to rebuild the California dream, this time with a greener, environmentally cleaner infrastructure.

How to pay for this investment in our future is one of the critical questions being discussed in our state capitol. Debate in Sacramento, often interesting and sometimes illuminating, approaches the surreal, having more of the disorienting quality of a hallucination than the inspirational quality of a political vision.

With a \$42 billion budget deficit, California is only weeks—perhaps days—away from the uncharted waters of state bankruptcy. Massive tax increases and massive program cuts will have to be made just to keep treading water.

Our state credit rating is the nation's worst, and, even offering high interest rates, we haven't sold a bond in the bond market since July. We're running out of cash.

Under these circumstances, all of our elected officials should welcome any idea that will provide more revenue. Inviting investment of private capital in infrastructure development is exactly the kind of idea that should be debated in this crisis.

### PUBLIC-PRIVATE PARTNERSHIPS

Using innovative public-private partnerships, countries around the world have built highways, tunnels, schools, bridges, water and transit projects and other infrastructure. Dozens of states and municipal governments have employed this strategy to bring badly needed cash to fund desperately needed projects and the jobs and services that go along with them.

SR 125, one of the few new highways in California, was built using this public-private model. This 9.5-mile stretch of highway in eastern San Diego County was originally planned for the state highway system close to 50 years ago. Dropped from the state plan in the 1980s because of lack of funding, it was rescheduled for state funding to begin in 2020, more than a decade from now.

Today, SR 125 currently carries 30,000 vehicles a day, expanding transportation

*continued on page 3*

### Executive Officer's Forum

# Frustration and hope

Bob Alvarado  
Executive Officer

We all know we're in for tough times in 2009. As I've said before, we all need to pull together, and hold on for better days. What is really frustrating is the extent to which our dysfunctional state government is now contributing to the problem. Voters in California have approved funds for spending on infrastructure, which will create much needed jobs and lay the foundation for renewed economic growth.

The current budget stalemate in Sacramento has severely impacted our state's ability to sell bonds, to the point that the obscure state agency responsible for issuing funding has pulled the plug on funding for hundreds of projects that are about to start, or are currently underway. Included in this issue is a list of state legislators in Northern California. If we don't have a budget by the time you read this, please write or call your representatives and urge them to get their work done, so we can get back to work!

### NATIONALLY, IT'S BETTER NEWS

On the federal front, the news is all good. President Obama's stimulus plan will be a real driving force for recovery. The funding in this huge bill will come in two waves. The first wave will be for maintenance and so-called "shovel-ready" transportation projects that can start right away. The second wave, which will start later in the year, will be more focused on public buildings, like schools and court houses. All of this will put carpenters to work, at a time when we really need the work.

"The inauguration of Barack Obama as the 44<sup>th</sup> President of the United States gives us hope at a time we really need it. We have already begun to make huge strides in the right direction."



Another piece of good news, reported here last month, is the appointment of Congresswoman Hilda Solis as Secretary of Labor. She has been a true friend of the carpenters, and comes from a union background so she understands our struggle. It will be a very welcome relief to have a Department of Labor that is focused on helping working people, instead of helping business hold working people down.

I know there are still a lot of questions about our pension, but the big issue is what happens with pension reform in the Congress. We'll have to wait and see what happens this spring, and what kind of tools they give us. The good news is that we now have a President who believes in a secure retirement for working people. Whatever happens, rest assured we will do everything in our power to protect your pension.

The inauguration of Barack Obama as the 44<sup>th</sup> President of the United States gives us hope at a time we really need it. Despite the challenges we face

as a nation, people are excited about the opportunities for change. Our new President has already taken positive action to reverse some of the most disastrous Bush policies.

Significantly, the first bill signed by President Obama protects workers by extending the time we have to sue employers for discrimination. We can look forward to more positive steps that will help us as we work to build our union, and protect workers and their families. Change won't be easy, and it won't come quickly, but I am convinced we have already begun to make huge strides in the right direction.

### Foro Oficial Ejecutivo

# Frustración y esperanza

Bob Alvarado  
Oficial Ejecutivo

Todos sabemos que en 2009 tendremos tiempos difíciles; como lo he dicho antes, todos necesitamos estar unidos y esperar días mejores. Lo que es verdaderamente frustrante es la medida en que el gobierno disfuncional del estado está ahora contribuyendo al problema. Los votantes en California han aprobado fondos para gastar en la infraestructura, lo cual creará trabajos muy necesitados y pondrá la base para un crecimiento económico renovado.

El estancamiento del presupuesto actual en Sacramento ha impactado severamente la habilidad de nuestro Estado de vender bonos, hasta el punto que la no muy transparente agencia del estado responsable de adjudicar el financiamiento le ha quitado el financiamiento a cientos de proyectos que estaban a punto de comenzar o que actualmente estaban en proceso. En esta edición está incluida una lista de los legisladores del Estado del Norte de California. ¡Si aún no tenemos un presupuesto en el momento que leas esta edición, por favor escríbele o llama a tus representantes pidiéndoles que hagan su trabajo, para que nosotros podamos volver al trabajo!

En el frente Federal las noticias son todas buenas. El plan de estímulo del Presidente Obama será una verdadera fuerza de impulso para la recuperación. El financiamiento de este plan vendrá en dos olas. La primera ola será para proyectos de transporte de mantenimiento y los que están listos para comenzar inmediatamente. La segunda ola, la cual comenzará más adelante en el año, se enfocará más en los edificios públicos, como son escuelas y tribunales. Todo esto pondrá a los carpinteros a trabajar, en un momento cuando realmente necesitamos el trabajo.

Otra buena noticia, reportada aquí el mes pasado, es el nom-

bramiento de la Congresista Hilda Solís como Secretaria de Trabajo. Ella ha sido una verdadera amiga de los carpinteros y proviene de raíces sindicales, así es que ella entiende nuestra lucha. Será un alivio muy bienvenido tener un Departamento de Trabajo que está enfocado en ayudar a las personas trabajadoras, en vez de ayudar a los negocios a que mantengan oprimidas a las personas.

Se que aún hay muchas preguntas sobre nuestra pensión, pero la pregunta principal es que pasará con la reforma de la pensión en el Congreso. Tendremos que esperar y ver que pasa en la primavera, y que clase de herramientas nos dan. La buena noticia es que ahora tenemos a un Presidente que cree en un retiro seguro para las personas trabajadoras. Pase lo que pase debes estar tranquilo sabiendo que haremos todo lo que esté en nuestro poder para proteger tu pensión.

La inauguración de Barack Obama como el 44<sup>avo</sup> Presidente de los Estados Unidos nos da esperanza en un momento en que verdaderamente la necesitamos. A pesar de los retos

que enfrentamos como una nación, las personas están animadas con las oportunidades para el cambio. Nuestro nuevo Presidente ya ha tomado una acción positiva para reversar algunas de las normas más desastrosas de Bush.

Significativamente, la primera propuesta de ley firmada por el Presidente Obama protege a los empleados extendiendo el tiempo que tenemos para demandar a los empleadores por discriminación. Podemos esperar más pasos positivos que nos ayudarán mientras que trabajamos para construir nuestro Sindicato, y proteger a los empleados y sus familias. El cambio no será fácil y no vendrá rápidamente, pero estoy convencido que ya hemos comenzado a progresar enormemente en la dirección correcta.

"La inauguración de Barack Obama como el 44<sup>avo</sup> Presidente de los Estados Unidos nos da esperanza en un momento en que verdaderamente la necesitamos. Ya hemos comenzado a progresar enormemente en la dirección correcta."

## Sacramento delirium, continued from page 2

capacity and relieving traffic congestion in the region. It features an award-winning bridge design that used innovative construction techniques yet to be utilized by state designers. It was built and will be operated and maintained privately for 35 years, then turned over to the state. The cost to the state was exactly \$0.

Is it free? Of course not; it's user funded. During a 35-year franchise period, the latest in high-tech electronic tolling will provide revenues. Enough to pay for the project with a reasonable return to the investors? In the case of SR 125, that's a risk the private sector financiers were willing to take. If it fails to meet financial

## Public-private partnerships are not a substitute for traditional government investment. They are a tool...

expectations, the private sector will bear the costs. If it fails to meet the service standards provided in the contracts, penalties will be applied and the private sector investors will bear the costs.

Public-private partnerships are not a panacea, and not all projects will fit the model. Larger, more complex projects, like the proposed five-mile tunnel needed to complete the 710 Freeway in southern California are more likely candidates. They tend to attract major investors and large construction firms with the expertise to plan, construct, operate and maintain large-scale projects.

Public-private partnerships are not a substitute for traditional government investment. They are a tool that shouldn't be rejected simply because private investors may make a profit. When used appropriately, they will bring additional revenue, innovation and timely, efficient project delivery of our infrastructure needs.

It's no longer enough to simply assert that government can build infrastructure more efficiently than the private sector. Project after project throughout the world and in many other states in America, and SR 125 right here in California, prove otherwise.

## NCCRC organizers fight for members' work continued from page 1

that previously went to South Bay.

We are conducting an area standards campaign on non-union Reeve Knight, who is undercutting wages in the retail sector. Two organizers were arrested for picketing at Kohl's Department Store, one of Reeve Knight's customers. Our attorneys successfully fought the trespass charges, and we will continue our free speech protest. We are also pursuing a lawsuit against Kohl's, and continue to leaflet dozens of stores. We are asking all members to boycott Kohl's.

This month, we are also leafleting Starbucks for their use of Reeve Knight and a spin-off company, Wells Construction. Please find another place to get your caffeine. Boycott Starbucks until the coffee company pays attention to how their contractors treat the workers who build their stores.

We are conducting many localized campaigns as well.

### SAN FRANCISCO

We signed a contract with JMJ Building Company after picketing their job in Union Square. The job was finished with signatory JW Carpet and Flooring. We picketed 'On time on Budget' for its poor labor practices at Woodhouse Fish Co. Restaurant; the company was removed and replaced by signatory employer RJS.

### SOUTH BAY

We have been picketing, bannered and/or leafleting TICO Construction sites because of its failure to abide by area standards. As a result TICO used all union subs at Hellwig Mechanical, which was worth a quarter of a million dollars. After our free speech campaign at Comerica Bank, bank managers committed to use union subs Devcon or TBU in the future.

### MONTEREY

Our campaign to force DMC to pay area standard wages and benefits includes boycotting the Hyatt Hotel. We cancelled a conference at the Monterey Hyatt, and bannered in SF and Monterey. As a result of this publicity, the interior work went to signatory Alexander Installations. By dollar value, DMC was near its five-year low in 2008, and was 20 percent lower than 2007.

### OAKLAND/EAST BAY

After a two-year fight, including shutting down the project, we have secured jurisdiction for the downtown City Walk project. This means an estimated \$15 million in work for union carpenters. We also won new work, a PLA covering the Hercules New Town Center, worth \$80 million, with the support of our researchers, compliance staff and field reps.

### NORTH BAY

Our old nemesis Hard Drywall is barely alive, but we keep up the pressure. We are picketing their Meadows Retirement Home job, and union Lathers and Carpenters have shown great solidarity in honoring our lines.



The Rat isn't the only one who chokes workers.... Here the NCCRC's new "Fat Cat" joins the fight.

### SACRAMENTO/SOLANO/TAHOE

We have conducted Unfair Labor Practice picketing against Hearn Construction, at the Sacramento Holiday Inn and the West Sacramento Hampton Inn. Workers at Hearn subcontractors—Five Star, Bay City Framers, Mega Concrete and Select Build—are fighting for unpaid wages, and pursuing class actions for other violations. We in preliminary settlement negotiations over false arrest lawsuits against Hearn.

We turned Citrus Heights City Hall from non-union Ascent to signatory Howard S. Wright, an \$11 million win, again with the help of Labor Compliance, Research and NCCRC field reps.

The same teamwork disqualified Sierra National Construction from Los Rios ARC Library Expansion. Signatory contractor

Howard S. Wright won the \$4.5 million bid. We protested Maloney and Bell at the UC Davis Med Center job, and signatory employer Q and D won the work.

### STOCKTON/MERCED

We are working with Local 25 to block Opinski Construction from work at the Merced Unified School District. We are aggressively pushing for F and H to secure the work. We're also pursuing a bid protest against Opinski at Coalinga Community College.

We continue to make progress against Huff Construction. At the University Park job in Modesto, we have secured the concrete for Allen and Sons. At the Oakmore job in Oakdale, we are securing the wood frame and drywall. Through our efforts, union signatory employers are also aggressively bidding the work for Huff tilt-up projects.

**And remember, you can get involved and help. Join the 550 members who have signed up for the Carpenters in Action.**

## BOYCOTT!

The boycott, or refusal to patronize certain stores or products, is an effective tool in Labor's toolbox. We're asking you to help by boycotting the following businesses.

### Boycott Kohl's

We are asking all members to boycott Kohl's, in light of their practice of hiring contractors with questionable labor policies.

### Boycott Starbucks

It may be hard to give up that morning cup of coffee, but please find another place to get your caffeine. Boycott Starbucks until the company pays attention to how their contractors treat the workers who build their stores.

For more information, read this month's organizing report.  
Watch this space for future updates.

## Preventing foot injury

During a typical workday, you may be exposed to various hazards that can potentially cause foot injury: working on slippery or uneven surfaces, working around or with heavy equipment and machinery, and working with electricity. To prevent injuries to your feet, identify the potentially hazardous conditions *before* you begin working, and safeguard your feet accordingly.

Foot injuries can be the result of falls or slips, or from direct injuries such as a puncture, a sprain or a laceration. The first step in protecting your feet is choosing the appropriate footwear for the job. Certain conditions may require steel-toed boots to protect the toes and top of the foot from injury. If you are unsure of the type of foot protection required for the job, don't hesitate to ask your employer and coworkers for advice and/or help.

If there is a possibility of puncture from stepping on sharp objects such as screws, nails or wires, footwear with extra puncture protection should be used. Similarly, when participating in potentially hazardous electrical work, be sure to use insulating or conductive footwear.

If your job involves carrying heavy loads, choose footwear with impact protection. If there's a chance that an object may fall or roll over your feet, use shoes with impact protection, otherwise the chance

of serious injury will increase.

If you have questions or concerns about the correct safety footwear needed for your job, ask your employer for instruction and training. Understanding the importance of proper footwear protection is the first step in injury

prevention. Awareness and training of your own personal safety is very important, and may help in the protection against potentially serious foot injury.

*The above information is not a substitute for professional medical advice and is for general informational purposes only. Consult a physician in all matters relating to your health, particularly in matters that may require diagnosis or medical attention. Any action taken as a result of the information provided above is taken at your own discretion.*



## Evitando las lesiones del pie

Durante un día típico de trabajo es posible que estés expuesto a varios peligros que podrían causar lesiones del pie: trabajando en áreas resbalosas o desniveladas, trabajando cerca de o con maquinaria y equipo pesado, o trabajando con electricidad. Es crucial para evitar las lesiones del pie identificar las posibles condiciones peligrosas *antes* de comenzar a trabajar y proteger tus pies adecuadamente.

Las lesiones del pie pueden ser el resultado de caídas o deslices, o de lesiones directas como es una perforación, una torcedura o laceración. El primer paso para proteger tus pies de una lesión es seleccionar el calzado apropiado para el trabajo. Por ejemplo, ciertas condiciones podrían requerir botas con punta de acero

para proteger adicionalmente los dedos y la parte superior del pie de una lesión. Si no estás seguro del tipo de protección para los pies requerida para el trabajo, no tardes en preguntarle a tu empleador y a tus compañeros de trabajo que te aconsejen o que te ayuden.

Si hay la posibilidad de una perforación al pisar objetos con punta aguda como son tornillos, clavos o alambre, el calzado con protección extra en contra de perforación debe usarse. Igualmente, cuando realizas trabajo con electricidad que posi-

**continúa en la página 8**

# Build



Local 34 crew installs last section of template to guide piles at T-1 site.



Cory Pakes, apprentice of the year in 2005, burning holes in the panels that will hold up the templates, which control piles for the new east span.



Luis Garcia, from Los Angeles, fresh-heading top of pile to permit attachment of the next section.



Doug Ailes cutting off the falsework, which held up piers that supported the bridge.

It's the largest and most challenging public works project in California history. Kicked off in 2002, the new San Francisco-Oakland Bay Bridge has employed hundreds of union pile drivers and carpenters, and will employ hundreds more before completion in 2013.

The new span will feature the world's longest self-anchored suspension (SAS) bridge, connected to an elegant one-mile skyway which will gradually slope down toward the Oakland shoreline.

It's built on 160 hollow steel-pipe piles, eight feet in diameter, weighing 365 tons. Using one of the world's largest hydraulic hammer, generating 1.2 million pounds of force, Local 34 members battered these piles more than 300 feet into the mud at an angle, for maximum strength.

Kiewit-FCI-Manson (KFM) is the contractor for the skyway. American Bridge/Fluor Enterprises, CC Myers and KFM are contractors for the SAS bridge; and MCM is the primary contractor for the Oakland touchdown.

"This is such an immense, complex project, it's hard to get your arms around the whole thing," says pile driving foreman Gordy Crocker, "so any one person's experiences are just a small part of the project."

We asked a small group of Local 34 members to share some thoughts on the project. Here are some of their stories.

### Planning ahead

I've really learned to respect the engineers we worked with. They had a plan for everything. It wasn't always perfect, and sometimes we had to adjust it on the fly, but there was at least a very detailed plan for every operation, for every day. There wasn't a lot shooting from the hip.

—Gordy Crocker

### Building a piano

We had to build blockouts down to 3 mm tolerance. They were very intricate. We had Tony Creighton on this job—he's a very fine welder and worker. We ended up getting some very nice tools, and they built out the whole woodworking shop. By the end, they were doing some very high quality work, almost like building a piano. Tony had to figure out a lot of those angles, it wasn't really in the plan. Most of the time, if you could make the case, the contractors would make sure you had the equipment you needed to do the job right.

—Terry L.

### Like lifting a slinky

It was someone's idea to put together the rebar cages in one unit on the beach and then stand them up, instead of standing them up one piece at a time, like we usually do. They weighed 320 tons each, and the only thing holding them together was wire. It was like picking up a slinky. We had a spreader bar to pick the whole thing up, and then we dropped it into the socket in the pile. There were 32 of them. The spreader bar—we called it a chandelier—had 24 different slings. Then the welders would run up there and hook up the slings to the column, and then we'd drop it into the socket. The first time, it was a 12-hour job. We got it down to four hours.

—Gordy Crocker

# Building the Bay Bridge

All images © Joseph A. Blum/People and Work Photography



Scott Hale and Martin Espinoza rigging pile-driving hammer.

### The biggest lift

We had to pick up that 250-foot Bigge beam, the “tub” for underneath the roadbed, and hand it over to the control of the iron workers on top. So we had to rig those tag lines to keep this 800-ton load from spinning around and tearing up the boom—or anything else. We did it twice, without tearing anything up. The first time was for practice, to make sure we could do it. It was pretty stressful, to make us do it, not just once for every beam, but twice. It was Caltrans’ biggest lift.

—Gordy Crocker

### Bubblators

There was a lot of concern about the wildlife. For example, when you hit steel in water, the sound waves kill the fish—and the big deal was not to kill the fish. So we had these “bubblators,” which created a stream of bubbles around the piles that would deaden the noise—like a curtain we had to build around each pile. It’s not like it worked all that well either.

And then there was this seagull who nested on one of the stretcher bars. We had to protect her. I did not want to have to explain why she died. She had her side of the bar and I had mine—we had to build a house around that nest until the eggs hatched. They were going to hold this job up for her.

—Richard T. Heibert

### Going down to Schnitzer Steel

At some point, the governor decided that he was going to veto this bridge. So we took the whole pre-driven pile out to Schnitzer Steel to turn it into scrap. And by Monday, they changed their mind, and we had to go out to Schnitzer and put it on a barge and bring it back. Really, someone should write a book about this job.

—Gordy Crocker

### Hitting Bedrock

We’d drive the first section of the pile half way down, and then we would fresh-head the top and weld the next piece. They were so big, we couldn’t do it all in one piece. You would go lightly into the bedrock to not fracture the rock and then drill a rock socket, drop a cage into that, and then go down further through the bottom of the pile, to whatever depth they wanted.

—Richard Foster



The hottest job on the bridge—Randolph Dolan, in protective clothing inside steel footing, welding connector plate to pile. Plates were often heated as high as 275°F.



Tony Creighton and George McNeil building blockouts in K-M’s specially designed woodshop.

## About the photographer

If you’ve worked more than a day or two on the Bay Bridge project, you’ve seen Joe Blum. Since the start of soil sampling, Blum spends most days—and often nights, too—in sometimes precarious perches photographing the men and women who are putting the bridge together.

After 25 years as a boilermaker, shipfitter and welder, Blum found his calling in photography, creating a visual record of the work of the building trades—shooting both the new East Span and the Zampa Memorial Bridge across the Carquinez Strait.

“Joe puts all his years of working in the trades into his work,” says Local 34 Senior Field Representative Pat Karinen. “He understands what we do. You see his respect for the work in every picture.”

Go to [www.mtc.ca.gov/about\\_mtc/art\\_gallery/blum/index.htm](http://www.mtc.ca.gov/about_mtc/art_gallery/blum/index.htm) to see more of Joe Blum’s work. To order prints, contact him at [josephblum@comcast.net](mailto:josephblum@comcast.net).

Thanks to the Brothers at Local 34 who took time to help out with this story: Domenico DiDonato, Richard Foster, Steve Tilton, Robert Lee Harris, Gordy Crocker, Martin Espinoza, Terry L. Cronk, Leo Vega, Richard T. Heibert, and Rudy Hemminger; as well as Joe Blum and Pat Karinen for their help in putting together this article.



# Carpenters Training Committee for Northern California (CTCNC)

The Joint Labor-Management Sponsor of School-to-Work \* Pre-Apprenticeship \* Apprenticeship \* Health & Safety \* Journeylevel Advancement \* Leadership & Supervision \* Certification and Qualification Programs  
[www.ctcnc.org](http://www.ctcnc.org)

## CTCNC... building(s) for the future

### A refresher on enrollment and refresher classes

**Jim McNamee, Director of Training Services, Carpenters Training Committee for Northern California (CTCNC)**

Let me start off by saying ... WOW!

If you check out our schedule of upcoming classes below, it looks like a busy stretch of training is ahead. I guess when NCCRC's Executive Officer, Bob Alvarado, wrote in his article last month about "taking advantage of the wide range of available training opportunities," many of you have—and are—doing just that. We have noticed over the years that when things slow down in the working world, we can expect a spike in class enrollments.

Speaking of class enrollment, over the past month, we've seen that training spike up close and personal; we've even had to turn away members from overcrowded classes. As a result, we've made some modifications to our online enrollment, so you can make more informed choices.

**CTCNC Enrollment:** CTCNC adds members to a class enrollment list in numerical priority based on the date and time the member enrolls in the class on our website. After you enter your information on the website and hit the Enroll button, a class summary screen

appears. Among other information, you'll see that an enrollment priority number has been assigned to you indicating your place on the numeric enrollment list. In addition, the enrollment capacity for that particular class is included.

At the beginning of the first class, the instructor enrolls members in the same numeric order as they appear on the enrollment list. If you have an enrollment priority number at or lower than the maximum student enrollment, you will probably be enrolled in the class. If you have an enrollment priority number higher than the maximum student enrollment, you may consider showing up to try to get in because not everyone on the list may attend the class—but we *cannot* guarantee your enrollment. However, in the event that you show up and the class fills and you are turned away, we take your information and, as soon as possible, schedule an "overflow" class in which you will receive priority enrollment. In addition, we will contact you by mail with the dates and times of the new class.

**Refresher Classes:** Over the years, many of you have completed a CTCNC/UBC "Qualification" or "Certification" course. Upon completion of the course, you were issued a card, signed by the instructor, that

verified your completion of the requirements for the course. Another very important item of information on the card is your Qualification or Certification **Expiration Date**. United Brotherhood of Carpenters (UBC) Qualifications and Certifications expire after so many years, and a refresher class, usually about eight (8) hours, is needed to maintain eligibility. Some of these certifications include: Ingersoll-Rand Commercial Hardware Certification, Scaffold Erector/Dismantler, Solid Surface Materials Installation, Rigging, and Forklift Operator.

In order to take a refresher class, you have to be a member in good standing and **have already completed the full Qualification or Certification course**. To avoid having to take the whole class over again, be sure you take advantage of the refresher classes listed in our course schedule and stay up-to-date.

To find out more about our training opportunities, visit our website [ctcnc.org](http://ctcnc.org) and click on Journeylevel classes—or contact your Local Union and ask to be placed on the list for these courses. Your Carpenters Training Committee will schedule a class in your area based on your requests.

Again, and until next time, remember... *Get an Edge ... Take a Class!*

### Journeylevel upgrade and health & safety classes scheduled or in progress

Please go to [www.ctcnc.org](http://www.ctcnc.org) to view the training schedule

Class	Recomm. For	Start	End	Location	Days	Times	Hrs	Sponsor	Contact	Phone#
Scaffold Erector/System Scaffold	All UBC Crafts	02/19/09	02/21/09	Fairfield Training Center	Th, F, Sat	5:30-9:30pm, 8-4:30 Sat	16	LU 180	Ron Rowlett, FR, LU 180	(707) 644-1040
Piledriver/Rigging	Pile Drivers	02/21/09	03/01/09	Pleasanton Training Center	Sat & Sun	8am-4:30pm	32	LU 34	Pat Karinen, SFR	(510) 635-4227
Blueprint Reading/Commercial	All UBC Crafts	02/23/09	03/10/09	LU 25 Hall, Manteca	M,Tu	5:30-9:30pm	24	LU 25	Lisa Vigil or Robert Fenton, FRs, LU 25	(209) 239-3528
Concrete Forms & Form Detailing	All UBC Crafts	02/24/09	02/28/09	Pleasanton Training Center	Tu,F, Sat	5:30-9:30pm, 8-4:30 Sat	24	LU 713	Cliff Drescher, FR, LU 713	(510) 581-7817
Fork Lift Operator Safety	All UBC Crafts	02/28/09	02/28/09	LU 217 Hall, Foster City	Sat	8am-4:30pm	8	LU 217	Mark Claussen, FR, LU 217	(650) 377-0217
Welding—LU 22	Carpenters	03/02/09	03/31/09	Pleasanton Welding Facility	M,Th	5:30-9:30pm		LU 22	Mike Brown, SFR	(415) 355-1322
Solid Surface Material Instal/Cert	All UBC Crafts	03/03/09	03/06/09	Fresno Training Center	Tu,F	5:30-9:30pm	16	LU 701	Eddie Clement, FR, LU 701	(559) 268-3895
Drywall/Metal Framing/Basic	Drywallers/Carps	03/07/09	03/28/09	Hayward Training Center	Sat	7:30am-4pm	32	LU 9068	Chuck Taylor SFR	(510) 430-1412
Drywall/Metal Framing/Advanced	Drywallers/Carps	03/07/09	03/28/09	LU 25 Hall, Manteca	Sat	7:30am-4pm	32	LU 25	Augie Beltran, SFR or Lisa Vigil	(209) 239-3528
Drywall/Blueprint Reading/Beginning	Drywallers/Carps	03/07/09	03/28/09	Morgan Hill Training Center	Sat	7:30am-4pm	32	LU 9144	Richard Wright, SFR	(408) 264-3080
Drywall/Metal Framing/Basic	Drywallers/Carps	03/07/09	03/28/09	Sacramento Training Center	Sat	7:30am-4pm	32	LU 9109	Phil Reynolds, SFR	(916) 646-6759
Steel Framing/Commercial	All UBC Crafts	03/07/09	03/28/09	LU 25 Hall, Manteca	Sat	8am-4:30pm	32	LU 25	Lisa Vigil or RobertFenton, FRs, LU 25	(209) 239-3528
Roofs	All UBC Crafts	03/10/09	03/14/09	Fresno Training Center	Tu,F, Sat	5:30-9:30pm	24	LU 701	Eddie Clement, FR, LU 701	(559) 268-3895
Aerial Lift Qualification	All UBC Crafts	03/12/09	03/12/09	LU 405 Hall, San Jose	Th	9am-5pm	8	LU 405	Robert Baldini, Fin. Sec., LU 405	(408) 269-7316
Fork Lift Operator Safety	All UBC Crafts	03/14/09	03/14/09	Morgan Hill Training Center	Sat	8am-4:30pm	8	LU 405	Robert Baldini, Fin. Sec., LU 405	(408) 269-7316
Construction Calculator	All UBC Crafts	03/16/09	03/17/09	LU 217 Hall, Foster City	M,Tu	5:30-9:30pm	8	LU 217	Mark Claussen, FR, LU 217	(650) 377-0217
Scaffold Erector/Refresher	Exp Cardholders	03/17/09	03/18/09	Fairfield Training Center	Tu,W	5:30-9:30pm	8	LU 180	Ron Rowlett, FR, LU 180	(707) 644-1040
Scaffold Erector/Welded Frame-Mobile Tower Scaffold	All UBC Crafts	03/19/09	03/21/09	LU 1599 Hall, Redding	Th-F,Sat	5:30-9:30pm, 8-4:30 Sat	16	LU 1599	Phil Geist, FR, LU 1599	(530) 222-6429
Commercial Door Hardware	All UBC Crafts	03/21/09	03/28/09	LU 46, Sacramento	Tu, W, Th, F,Sat	5:30-9:30pm, 8-4:30 Sat	32	LU 46	Janet Staples, LU 46	(916) 614-7901
Construction Calculator	All UBC Crafts	03/23/09	03/24/09	Pleasanton Training Center	M-Tu	5:30-9:30pm	8	LU 713	Cliff Drescher, FR, LU 713	(510) 581-7817
OSHA10 Hr Const Safety Awareness	All UBC Crafts	03/24/09	03/26/09	LU 25 Hall, Manteca	Tu-Th	5:30-9:30pm	10	LU 25	Robert Fenton, FR, LU 25	(209) 239-3528
Fork Lift Operator Safety	All UBC Crafts	03/28/09	03/28/09	LU 1599 Hall, Redding	Sat	8am-4:30pm	8	NCCRC/ND	Phil Geist, Field Rep., NCCRC/ND	(530) 222-6429
Fork Lift Operator Safety	All UBC Crafts	03/28/09	03/28/09	Pleasanton Training Center	Sat	8am-4:30pm	8	LU 713	Cliff Drescher, FR, LU 713	(510) 581-7817
Piledriver/Rigging	Pile Drivers	03/28/09	04/05/09	Pleasanton Training Center	Sat & Sun	8am-4:30pm	32	LU 34	Pat Karinen, SFR	(510) 635-4227
Commercial (Ing.-Rand) Door Hdwre Cert.	All UBC Crafts	03/30/09	04/04/09	LU 46, Sacramento	M, Tu, T, F, Sat	5:30-9:30pm, 8-4:30 Sat	24	LU 46	Janet Staples, LU 46	(916) 614-7901
Fork Lift Operator Safety	All UBC Crafts	03/30/09	03/30/09	LU 405 Hall, San Jose	M	9am-5pm	8	LU 405	Robert Baldini, Sr FR, LU 405	(408) 269-7316
Scaffold Erector/Refresher	Ex Cardholders	04/01/09	04/02/09	Pleasanton Training Center	Wed-Thur	5:30-9:30pm	8	LU 713	Cliff Drescher, FR, LU 713	(510) 581-7817
Pleasanton Weld Shop Open Daily M-F	All UBC Crafts	04/01/09	06/30/09	Pleasanton Welding Facility	Mon-Fri	8am-4:30pm		CTCNC/TD	Jim McNamee, Pleasanton Tr Ctr	(925) 463-5601
Welding—LU 152	Carpenters	04/01/09	04/30/09	Pleasanton Welding Facility	Mon-Thur	5:30-9:30pm		LU 152	Dennis McWhorter, SFR	(925) 228-8570
Drywall/Blueprint Reading/Advanced	Drywallers/Carps	04/04/09	04/25/09	Morgan Hill Training Center	Sat	7:30am-4pm	32	LU 9144	Richard Wright, SFR	(408) 264-3080
Drywall/Welding/Light Gauge	Drywallers/Carps	04/04/09	04/25/09	Hayward Training Center	Sat	7:30am-4pm	32	LU 9068	Chuck Taylor SFR	(510) 430-1412
Drywall/Welding/Light Gauge	Drywallers/Carps	04/04/09	04/25/09	Morgan Hill Training Center	Sat	7:30am-4pm	32	LU 9144	Richard Wright, SFR	(408) 264-3080
Drywall/Blueprint Reading/Advanced	Drywallers/Carps	04/04/09	04/25/09	Sacramento Training Center	Sat	7:30am-4pm	32	LU 9109	Phil Reynolds, SFR	(916) 646-6759
Welding—LU 701	Carpenters	04/04/09	05/30/09	Fresno Welding Facility	Sat	8am-4:30pm		LU 701	LU 701	(559) 268-3895
Welding—LU 102	Millwrights	04/04/09	05/30/09	Pleasanton Welding Facility	Sat	8am-4:30pm		LU 102	Bill Napier, SFR or Lynn Miner, FR	(925) 294-5350
Bridge Building/Certification	All UBC Crafts	04/07/09	04/18/09	LU 46, Sacramento	Tu,W,Th,Sat	5:30-9:30, 8-4:30 Sat	40	LU 46	Janet Staples, LU 46	(916) 614-7901
Aerial Lift Qualification	All UBC Crafts	04/11/09	04/11/09	LU 1599 Hall, Redding	Sat	8am-4:30pm	8	NCCRC/ND	Phil Geist, Field Rep., NCCRC/ND	(530) 222-6429
Bridge Building/Certification	All UBC Crafts	04/14/09	04/25/09	LU 25 Hall, Manteca	Tu,Th,F,Sat	5:30-9:30, 8-4:30 Sat	40	LU 25	Lisa Vigil or Robert Fenton, FRs, LU 25	(209) 239-3528
Construction Math & Intro To Working Dwgs	All UBC Crafts	04/24/09	05/01/09	LU 217 Hall, Foster City	F,M-F	5:30-9:30pm	24	LU217	Mark Claussen, FR, LU 217	(650) 377-0217
Piledriver/Rigging	Pile Drivers	04/25/09	05/03/09	Pleasanton Training Center	Sat & Sun	8am-4:30pm	32	LU 34	Pat Karinen, SFR	(510) 635-4227
Aerial Lift Qualification	All UBC Crafts	05/02/09	05/02/09	LU 217	Sat	8am-4:30pm	8	LU 217	Mark Claussen, FR, LU 217	(650) 377-0217



Your health, your benefits

## News from your Trust Fund

# Retirement planning

**Jill Tracy**  
Member Advocate

Planning for retirement is a process—one that should be started well in advance of your targeted retirement date.

There are many things to take into account before you step into this new “career,” such as how much your pension benefit will be once you take the deductions for Early Retirement (if applicable), the factors for Husband-and-Wife Survivor options (if applicable), Retiree Health and Welfare (if eligible), and federal and state taxes.

After that, you’ll need to make decisions about your Annuity—when and how you want to start taking funds from this account. Your statement shows you *one* of the options for taking your Annuity, but this is only one of the many options available.

And there are your Social Security benefits, you’ll want to look into when you want to take those benefits as well. There may be multiple options for all of these items and your research into what those options are, and what’s best for you and your spouse upon retirement, will help make sound decisions for your future.

As a starting point, here is a review of your pension options with the Northern California Carpenters Pension Trust Fund. Keep in mind the amount you see on your

quarterly statement doesn’t include any deductions for any of the items listed above.

**Normal Pension**—You must have 5 Pension Eligibility Credits and be at least age 65. This provides an unreduced monthly pension benefit.

**Regular Pension**—You must have a minimum of 10 Pension Eligibility Credits and be at least age 62. This provides an unreduced monthly pension benefit.

**Early Pension**—You must have a minimum of 10 Pension Eligibility Credits and be at least age 55. This provides a monthly pension benefit with a reduction of ½ of 1% for each month you are younger than 62 (42% reduction at age 55).

**Disability Pension**—You must have a minimum of 10 Pension Eligibility Credits, have a Social Security Disability Award, have earned at least 3/12ths Pension Eligibility Credits in the 5-year period prior to your total disability and no “non-covered” employment. This provides an unreduced monthly pension benefit.

**Service Pension**—You must have a minimum of 30 Northern California Pension Eligibility Credits. This provides for an unreduced monthly pension benefit at any age.

**Husband-and-Wife Survivor Pension**—If you are married at the time you retire, it’s

required by law that we offer you with a 50% survivor benefit. This provides for a reduced pension amount to you during your lifetime, and a 50% benefit to your surviving spouse when you pass away. There are also 75% and 100% survivor options. The reduced pension amount is determined by an actuarial formula that takes into account the difference in age between you and your spouse. Refer to your Summary Booklet for information regarding the percentage of reduction; the tables are in the back of your booklet. You may also view this information on our website at [www.carpenterfunds.com](http://www.carpenterfunds.com). Your spouse can waive his or her right to the 50% survivor benefit.

Normal, Regular, Early and Service Pensions are “guaranteed” for 60 months; Disability Pensions are guaranteed for 36 months. What this means is that your pension benefit is guaranteed to be paid from the time you retire through the 60<sup>th</sup> month (36<sup>th</sup> months for Disability Pensions). Should you die during the guarantee period, your pension benefit will continue to be paid to your surviving spouse if you are married, or your named beneficiary if you’re not married, through the 60<sup>th</sup> month (36<sup>th</sup> months for Disability Pensions). After the 60<sup>th</sup> payment (36<sup>th</sup> payment for Disability Pensions), the pension benefit

stops. If you live beyond the guarantee period, your pension benefit continues to be paid to you. When you die, the pension benefit stops. Husband-and-Wife Survivor benefits can also affect a surviving spouse’s eligibility to continue in the Retiree Health and Welfare plan.

If you choose the Husband-and-Wife Survivor Pension, you will receive a reduced pension amount for your lifetime. When you die, your surviving spouse will receive 50%, 75% or 100% of that reduced pension for the rest of his/her life (even if you are within the 1<sup>st</sup> 60 months). If you choose the survivor pension and your spouse passes away before you do, your reduced pension benefit will be returned to the full pension amount for the rest of your life.

When planning for your retirement, taking a look at the numbers can be a helpful tool. You can request an estimate of your pension benefit showing the amounts for your Husband-and-Wife survivor options. Making a trip to the Fund Office with your spouse is always a good idea to review your benefit options with a Benefit Analyst; no appointments are necessary. There are many retirement planning websites that may be helpful as well. Use all your resources to help make these life-changing decisions.

## Su salud, sus beneficios

# Planeando para el retiro

**Jill Tracy**  
Defensora de los miembros

El planear para el retiro es un proceso que se debe comenzar con mucha anticipación antes de la fecha destinada para el retiro.

Hay muchas cosas que se deben tomar en cuenta antes de comenzar esta nueva “profesión” como cuanto será su beneficio de pensión una vez que tome las deducciones por el Retiro Temprano (si aplica), los factores de las opciones para el Cónyuge Sobreviviente (si aplica), Salud y Bienestar para la persona Retirada (si es elegible), impuestos Federales y Estatales.

Después necesitará tomar decisiones sobre su Anualidad—cuando y como quiere comenzar a tomar fondos de su cuenta. Su estado de cuenta le muestra una de las opciones para tomar su Anualidad, pero esta es sólo una de las muchas opciones disponibles.

Y están sus beneficios del Seguro Social a los que debe examinar cuando quiera también tomar estos beneficios. Es posible que haya muchas opciones para todas estas cosas y sus averiguaciones sobre cuales son estas opciones y lo que será mejor para usted y su cónyuge al retirarse le ayudarán a tomar decisiones sensatas para su futuro.

Como punto inicial, aquí tiene un repaso de sus opciones de la pensión con el Fondo Fideicomiso de Pension de los Carpinteros del Norte de California. Tenga en mente que la cantidad que ve en su estado de cuenta trimestral no

incluye ninguna deducción por cualquiera de las cosas mencionadas anteriormente.

**Pensión Normal**— Debe tener 5 Créditos de Elegibilidad en la Pensión y tener por lo menos 65 años. Esto provee un beneficio mensual de pensión sin reducción.

**Pensión Regular**—Debe tener un mínimo de 10 Créditos de Elegibilidad en la Pensión y tener por lo menos 62 años. Esto provee un beneficio mensual de pensión sin reducción.

**Pensión Temprana**—Debe tener un mínimo de 10 Créditos de Elegibilidad en la Pensión y tener por lo menos 55 años. Esto provee un beneficio de pensión mensual con una reducción de ½ de 1% por cada mes que le falte para cumplir los 62 años (Reducción de 42% a la edad de 55 años).

**Pensión por Incapacidad**—Debe tener un mínimo de 10 Créditos de Elegibilidad en la Pensión, tener una adjudicación de Incapacidad del Seguro Social, haber obtenido por lo menos 3/12 de Créditos de Elegibilidad en la Pensión antes de su incapacidad total y de no empleo “sin cobertura”. Esto provee un beneficio de pensión mensual sin reducción.

**Pensión por Servicio**—Debe tener un mínimo de 30 Créditos de Elegibilidad en la Pensión del Norte de California. Esto provee un beneficio de pensión mensual sin reducción a cualquier edad.

**Pensión del Cónyuge Sobreviviente**— Si está casado en el momento en que se

jubila, es requerido por ley que le ofrezcamos un beneficio para sobreviviente de 50%. Esto le provee una cantidad reducida de pensión durante su vida y un beneficio de 50% a su cónyuge sobreviviente cuando usted muera. También hay opciones de 75% y 100% para sobrevivientes. La cantidad reducida de pensión es determinada por una formula actuarial que toma en cuenta la diferencia entre su edad y la de su cónyuge. Consulte su folleto de Sumario para información sobre el porcentaje de reducción; las tablas están en la parte de atrás del folleto. También puede mirar esta información en nuestro sitio web [www.carpenterfunds.com](http://www.carpenterfunds.com). Su cónyuge puede renunciar a su derecho del beneficio de 50% para sobreviviente.

Las Pensiones Normales, Regulares, Tempranas y por Servicio están “garantizadas” por 60 meses; las Pensiones por Incapacidad están garantizadas por 36 meses. Lo que esto significa es que el pago de su beneficio de pensión está garantizado desde el momento en que se retira hasta el 60<sup>avo</sup> mes (36<sup>avo</sup> mes para las Pensiones por Incapacidad). Si falleciera durante el periodo garantizado, su beneficio de pensión continuará siendo pagado a su cónyuge sobreviviente si está casado, o al beneficiario que nombró si no está casado, hasta el 60<sup>avo</sup> mes (36<sup>avo</sup> mes para las Pensiones por Incapacidad). Después del 60<sup>avo</sup> pago (36<sup>avo</sup> pago de Pensión por Incapacidad), el beneficio de la pensión parará. Si vive más del periodo

garantizado, sus beneficios de pensión continuarán siendo pagados. Cuando fallezca, el beneficio de la pensión parará. Los beneficios de los cónyuges sobrevivientes también pueden afectar la elegibilidad de un cónyuge sobreviviente para continuar en el Plan de Salud y de Bienestar de las Personas Retiradas.

Si usted selecciona la Pension de Cónyuge Sobreviviente, recibirá una cantidad reducida de pensión por el resto de su vida. Cuando fallezca, su cónyuge sobreviviente recibirá 50%, 75% o 100% de esa pensión reducida por el resto de su vida (aún si está dentro de los primeros 60 meses). Si usted selecciona la pensión de sobreviviente y su cónyuge fallece antes que usted, su beneficio de pensión reducida volverá a la cantidad completa de pensión por el resto de su vida.

Cuando planea para su retiro, el mirar los números puede ser una herramienta útil. Puede solicitar una estimación de su beneficio de pensión que muestre las cantidades para las opciones de Cónyuge sobreviviente. Una buena idea es ir a la Oficina del Fondo con su cónyuge y examinar sus opciones de beneficios con un Analista de Beneficios – no necesita hacer cita. Existen muchos sitios web para planear el retiro que también pueden ser útiles. Utilice todos sus recursos para que le ayuden a tomar decisiones que cambian la vida.

# Attend union meetings, win a truck!

## Brother Crowe wins a truck!

The annual truck raffle was held at the January Regional Council meeting, and the winner was Ron Crowe, Local 25. Sister Beverly Walker, Local 46, pulled the winning number, and Sister Kim Roberts, also from Local 46, announced the winner. NCCRC Executive Officer Bob Alvarado met with Brother Crowe a week later, and presented him with the keys to his truck.

If you would like to win a Ford F-150 with fewer than 50,000 miles on it, attend eight union meetings this year at the same Local (be sure to sign in at the meeting!), and you will be entered into the NCCRC's truck raffle.

The Regional Council Executive Committee, at their meeting in December, approved another truck raffle for calendar year 2009. The existing rules remain unchanged, and the draw-



Above: Raffle winner Ron Crowe, Local 25, accepts the keys to his F-150 from NCCRC Executive Officer Bob Alvarado.

ing will be held at the Regional Council meeting in January 2010.

Consider the fact that about 500 members qualified for the 2008 raffle; the odds are far better than many drawings. Hopefully, more members will qualify in 2009. Even if the number doubles, your

odds would still be better than 1 in 1,000! Maybe it's time to attend more union meetings!

The ground rules are as follows:

1. The raffle is open to all members in good standing throughout the year except officers and employees of the NCCRC, local unions and affiliated entities (e.g. trust funds).

2. Members will earn one entry in the drawing by attending at least 8 union meetings at the same local in calendar 2009 (limit is 1 meeting per month). All 8 meetings must be attended while qualifying under rule number 1, above. Limit 1 entry in the raffle per member.

3. Locals will be responsible for documenting which members qualify for the drawing under these rules, and will send the NCCRC Controller a list of such members after their last union meeting in December 2009.

4. The drawing will be held at the delegate meeting in January 2010.

5. The truck will be an F-150 with no more than 50,000 miles at the time of the raffle. It will be given on an as-is basis and a 1099 will be issued to the winner, as required by law.



Above: Sister Beverly Walker, Local 46, pulls the winning number.

## Check it out online!

The Northern California Carpenter is now on the web:

[www.nccrc.org/newsletter](http://www.nccrc.org/newsletter)

or go to [www.nccrc.org](http://www.nccrc.org) and click the "Newsletter" button.

Read the monthly news online, and find out what's happening in the region—organizing reports, job-site features, the latest from Executive Officer Bob Alvarado, and more.

## Northern California Carpenters Annuity Trust Fund Participant Educational Seminars — 2009

In 2002, the Trustees of the Carpenters Annuity Trust Fund for Northern California modified the Plan to allow qualified Participants to select investment options for their Individual Account balance. Qualified Participants are allowed to make investment choices from a select group of mutual funds. The self-direct investment program is optional as many Plan Participants prefer to have investments directed by the Trustees.

To qualify for the self-direct option, a Participant is required to attend an educational meeting. Meetings are scheduled monthly throughout Northern California. Attendance at educational meetings can be a hardship for some Participants.

In an effort to respond to the hardship of traveling to the Local Unions, a trial online tele-web class was conducted in October 2005. The online tele-web class was determined to be a success and for 2009, online tele-web classes will be offered in addition to the live presentations, which will be conducted per the seminar schedule listed here.

Attendance at the classes either live or in the online tele-web is strictly monitored. We encour-

age Spouses to participate in the class as well, so that if the need arises, they too will be qualified to self-direct the investment of his/her Individual Account.

Pre-enrollment in classes held at Local Unions is not required. However, space in online tele-web classes is limited, and because of software demands, pre-enrollment is required. Please contact the Fund Office at [SelfDirectTele-WebRegistration@carpenterfunds.com](mailto:SelfDirectTele-WebRegistration@carpenterfunds.com) to pre-enroll for tele-web participation.

Date	Time	Local	Street Address
Wednesday, Feb. 25	6 pm	Online Tele-web	
Wednesday, Mar. 25	6 pm	Local 46	4421 Pell Dr., Suite A, Sacramento
Tuesday, Apr. 21	6 pm	Local 713	1050 Mattox Rd., Hayward
Tuesday, May 26	6 pm	Online Tele-web	
Thursday, June 4	6 pm	Local 22	2085 3rd St., San Francisco
Thursday, Sept. 17	6 pm	Online Tele-web	
Thursday, Oct. 22	6 pm	Local 405	2102 Almaden Rd., #115, San Jose
Thursday, Nov. 12	6 pm	Local 152	3780 Alhambra Ave., Martinez

## Evitando las lesiones del pie continua en la pagina 3

blemente es peligroso, asegúrate de usar calzado aislante o conductor. Si tu trabajo requiere que cargues cosas pesadas, asegúrate de tener calzado con protección en contra de impacto. Si hay la posibilidad que un objeto se caiga o rueda sobre tus pies, utiliza zapatos con protección en contra de impacto, de otro modo la posibilidad de una lesión grave podría aumentar.

Si tienes preguntas o inquietudes sobre el calzado de protección necesario para tu trabajo, pídele a tu empleador instrucción y entrenamiento. El comprender lo importante que es usar calzado con la protección adecuada es el primer paso para evitar lesiones. El conocimiento y entrenamiento de tu propia seguridad personal es muy importante, y podría ayudarte a que estés protegido en contra de posibles lesiones serias del pie.

La información anterior no substituye recomendaciones de un médico profesional y sólo es para propósitos de información general. Consulta con un médico sobre todo lo relacionado a tu salud, particularmente referente a asuntos que podrían requerir diagnóstico o atención médica. Cualquier acción tomada como resultado de la información proveída anteriormente es tomada por tu propia cuenta.



The Northern California  
**Carpenter**

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# The Northern California Carpenter

Official newspaper of the Northern California Carpenters Regional Council

SAVE THIS  
INFORMATION

## Help save infrastructure jobs

Special section, February 2009

### Call to action

Paul Cohen, Director of Public and Governmental Relations

California is in crisis. The state budget is seriously out of balance, to the tune of \$40 billion over the next 18 months, and the legislature is gridlocked. At a time when private work is drying up, the state should be pressing forward with public

In mid January, the Regional Council took the unusual step of releasing a joint press release with the Construction Employers Association, calling for action on the state budget. Now we are asking you to help, by contacting your Assembly Member and State Senator, and urging them to break the gridlock and pass a budget.



projects to rebuild our infrastructure and put people to work. This is exactly what President Obama is trying to accomplish with his economic stimulus plan.

Unfortunately, the budget deadlock has made it impossible for California to sell the voter-approved bonds to fund hundreds of projects that are either already underway or just about to start.

Democrats and Republicans both need to compromise. We need a combination of spending cuts and new revenue to balance the budget, and we know it won't be easy. But throwing thousands of construction workers on the unemployment lines won't help anything. It's time to get moving, and to do that, we need a state budget. As this issue goes to press, there is no

### Yes, we can!

If there isn't news of a budget settlement by the time you get this paper, contact your legislators to demand action. It just takes a few minutes!

1. Find your Assembly Member and State Senator on the next page. If you don't know what district you're in, do one of the following:

• Online, check [www.legislature.ca.gov](http://www.legislature.ca.gov) and look in the lower right for the section "Find my District." Search by your address or zip code.

OR

• Contact your local union for assistance.

2. Plan your talking or writing points:

- Tell the legislator that you're a constituent in the district, and a working carpenter.
- Urge the Assembly Member or Senator to pass a budget for the state, and let them know that any further delay will put more carpenters out of work.
- For further background on the subject, check out Daniel Curtin's column

in the February 2009 issue of *The Northern California Carpenter*.

3. If you're writing a letter, use the following format:

Senators:

Honorable \_\_\_\_\_

California State Senate

Address

City State Zip

Dear Senator \_\_\_\_\_:

Members of the Assembly:

Honorable \_\_\_\_\_

California State Assembly

Address

City State Zip

Dear Assembly Member \_\_\_\_\_:

4. If you prefer to send an email, use the "Find my District" tool (see step #1), and follow the links provided to your legislators' websites.

sign of a budget compromise. If there isn't news of a budget settlement by the time you get this paper, call or write your legislators and demand action. We need a budget to get California working!

If you aren't sure whether a letter or call is still needed, visit

[www.nccrc.org/politics.html](http://www.nccrc.org/politics.html) for updated information, or call your Local for the latest news. Regardless of whether or not you call or write this time, hang on to this special section as a reference guide. The way things are going, we'll probably need it again before too long!

## Construction leaders call on California legislators: Act quickly to avoid industry crisis

The California legislature's failure to resolve the state budget crisis could lead to a severe crisis within the construction industry, warned construction labor and management leaders in a joint statement issued in January that urges legislators to act immediately to avoid further layoffs and the possibility of some firms shutting down completely.

"The unemployment rate in California is already high," said Paul Cohen, director of Governmental Relations for the Northern California Carpenters Regional Council (NCCRC). "It is even higher in the construction industry, and the state's stopping infrastructure projects mid-stream will lead to further massive layoffs. This will make the economic crisis much worse."

Construction management leaders called on legislators to reach a compromise before it's too late.

"No one enjoys paying higher taxes, but it won't help California if construction firms have to lay off their formerly tax-paying workers only to have them get in line for state unemployment benefits. This is not a matter to take lightly—some trade contractors and suppliers

may be forced to close their doors. Stopping payment on existing projects puts businesses at risk and drives up the cost of those projects to the state when they do start up again," said Charlie Kuffner, of Swinerton Builders, and president-elect of the Construction Employers' Association. "It's ironic that in the supposed goal of reducing costs, these project funding delays will dramatically increase the cost of these projects, wasting already limited tax-payer dollars."

The Construction Employers Association (CEA) includes many of the largest employers in California's building industry. It is comprised of more than 100 of the largest unionized commercial and industrial contractors that perform in excess of \$10 billion in public and private construction annually in California.

The NCCRC represents nearly 40,000 career construction workers throughout the northern half of the state.

In the joint statement, CEA and

NCCRC leaders said: "In a negotiation, both sides need to give and resolving this crisis demands compromise. A budget will not be possible without significant cuts and significant new revenue. At the same time, meaningful economic

***"This is not a matter to take lightly—some trade contractors and suppliers may be forced to close their doors."***

***—Charlie Kuffner,  
Construction Employers' Association***

stimulus through fast-tracking certain shovel-ready projects and accepting the Governor's proposal for public-private partnerships will speed California's recovery and offset some of the negative impacts of new taxes."

The NCCRC's Paul Cohen said,

"People need to understand that we have moved beyond delaying transportation projects that were scheduled to start. The state is now freezing school, university and prison construction jobs in communities across California. It's ironic that at the same time Congress is acting on a massive stimulus for the economy, California's budget crisis is becoming a huge deterrent to economic recovery."

Halting construction projects already in progress magnifies the economic crisis and will carry long-term consequences for all Californians, said CEA President Chuck Palley, of Cahill Contractors.

"These projects don't turn on a dime. Stopping a project that is already underway causes massive disruptions in people's lives and drives up the cost to the taxpayer," Palley said. "Many approved projects coming ready for construction in the next six months are now on hold and being delayed, which will only magnify an employment problem already in crisis. Something's got to give."

# CALIFORNIA STATE SENATORS

Member	District Number and Office	Capitol Office
Cox, Dave	01	2140 Professional Drive Suite 140 Roseville, CA 95661 (916) 783-8232
		33C Broadway Jackson, CA 95642 (209)223-9140
		1020 N St. Rm 568 Sacramento, CA 95814 (916)651-1528
Wiggins, Patrica	02	710 E Street Suite 150 Eureka, CA 95501 (707) 445-6508
		50 D Street Suite 150 Santa Rosa, CA 95404 (707) 576-2771
		1040 Main Street Suite 205 Napa, CA 94559 (707) 224-1990
Leno, Mark	03	455 Golden Gate Avenue Suite 14800 San Francisco, CA 94102 (415) 557-1300
		3501 Civic Center Drive Suite 425 San Rafael, CA 94903 (415) 479-6612
		444 Georgia Street Vallejo, CA 94590 (707) 648-5312
Aanestad, Sam	04	200 Providence Mine Road Suite 108 Nevada City, CA 95959 (530) 470-1846
		2967 Davison Court Suite A-1 Colusa, CA 95932 (530) 458-4161
		411 Main Street 3rd Floor Chico, CA 95928 (530) 895-6088
Wolk, Lois	05	2400 Washington Avenue Suite 301 Redding, CA 96001 (530) 225-3142
		1020 N Street Suite 506 Sacramento, CA 95814 (916) 651-1511
		31 East Channel Street Suite 440 Stockton, CA 95202 (209) 948-7930
Steinberg, Darrell	06	555 Mason Street Suite 230 Vacaville, CA 95688 (707) 454-3808
		1020 N Street Suite 578 Sacramento, CA 95814 (916) 651-1529
		State Capitol Room 205 Sacramento, CA 94248-0001 (916) 651-4006
DeSaulnier, Mark	07	2801 Concord Blvd Concord, CA 94519 (925) 602-6593
		420 W. 3rd Street Antioch, CA 94509 (925) 754-1461
Yee, Leland	08	455 Golden Gate Avenue Suite 14200 San Francisco, CA 94102 (415) 557-7857
		400 S. El Camino Real Suite 630 San Mateo, CA 94402 (650) 340-8840

Hancock, Loni	09	1515 Clay Street Suite 2202 Oakland, CA 94612 (510) 286-1333
		300 S. Spring Street Suite 8501 Los Angeles, CA 90013 (213) 620-3000
Corbett, Ellen	10	1057 MacArthur Blvd. Suite 206 San Leandro, CA 94577 (510) 577-2310
		State Capitol Room 5108 Sacramento, CA 94248-0001 (916) 651-4010
Simitian, S. Joseph	11	160 Town & Country Village Palo Alto, CA 94301 (650) 688-6384
		701 Ocean Street Room 318A Santa Cruz, CA 95060 (831) 425-0401
Denham, Jeff	12	1231 8th Street Suite 175 Modesto, CA 95354 (209) 577-6592
		1640 N Street Suite 210 Merced, CA 95340 (209) 726-5495
		369 Main Street #208 Salinas, CA 93901 (831) 769-8040
Alquist, Elaine	13	100 Paseo de San Antonio Ste 209 San Jose, CA 95113 (408) 286-8318
		State Capitol Room 5080 Sacramento, CA 94248-0001 (916) 651-4013
Cogdill, Dave	14	4974 E. Clinton Way Suite 100 Fresno, CA 93727 (559) 253-7122
		1308 W. Main Street Suite C Ripon, CA 95366 (209) 599-8540
Maldonado, Abel	15	1356 Marsh Street San Luis Obispo, CA 93401 (805) 549-3784
		100 Paseo de San Antonio Suite 206 San Jose, CA 95113 (408) 277-9461
		590 Calle Principal Monterey, CA 93940 (831) 657-6315
Florez, Dean	16	2550 Mariposa Mall Suite 2016 Fresno, CA 93721 (559) 264-3070
		1800 30th Street Suite 350 Bakersfield, CA 93301 (661) 395-2620
		State Capitol Room 313 Sacramento, CA 94248-0001 (916) 651-4016

Listed here, you'll find all the contact information for the Assembly Members and State Senators in Northern California. If you don't know which district you're in or don't live in this part of the state, you can do one of the following:

- Online, check [www.legislature.ca.gov](http://www.legislature.ca.gov) and look in the lower right for the section "Find my District." Search by your address or zip code.

OR

- Contact your local union for assistance.

# CALIFORNIA STATE ASSEMBLY MEMBERS

Member	District Number and Office	Capitol Office
Chesbro, Wesley	01 50 D Street, Suite 450 Santa Rosa, CA 95404 (707) 576-2526  710 E Street Suite 150 Eureka, CA 95501 (707) 445-7014  311 N. State Street Ukiah, CA 95482 (707) 463-5770	State Capitol Room 2176 Sacramento, CA 94249-0001 (916) 319-2001
Nielsen, Jim	02 280 Hemsted Suite 110 Redding, CA 96002 (530) 223-6300  1527 Starr Drive Suite U Yuba City, CA 95993 (530) 751-8351	State Capitol Room 6031 Sacramento, CA 94249-0002 (916) 319-2002
Gaines, Ted	04 1700 Eureka Road Suite 160 Roseville, CA 95661 (916) 774-4430	State Capitol Room 4144 Sacramento, CA 94249-0004 (916) 319-2004
Niello, Roger	05 4811 Chippendale Drive Suite 501 Sacramento, CA 95841 (916) 349-1995	State Capitol Room 6027 Sacramento, CA 94249-0005 (916) 319-2005
Huffman, Jared	06 3501 Civic Center Drive Room 412 San Rafael, CA 94903 (415) 479-4920  11 English Street Petaluma, CA 94952 (707) 773-0606	State Capitol Room 3120 Sacramento, CA 94249-0006 (916) 319-2006
Evans, Noreen	07 50 D Street Suite 301 Santa Rosa, CA 95404 (707) 546-4500  1713 Sonoma Boulevard Vallejo, CA 94591 (707) 649-2307  1040 Main Street Suite 205 Napa, CA 94559 (707) 258-8007	State Capitol Room 6026 Sacramento, CA 94249-0007 (916) 319-2007
Yamada, Mariko	08 555 Mason Street Suite 275 Vacaville, CA 95688 (707) 455-8025	State Capitol Room 5144 Sacramento, CA 94249-0008 (916) 319-2008
Jones, Dave	09 915 L Street Suite 110 Sacramento, CA 95814 (916) 324-4676	State Capitol Room 6005 Sacramento, CA 94249-0009 (916) 319-2009
Huber, Alyson	10 218 West Pine Street Lodi, CA 95240 (209) 333-5330	State Capitol Room 5175 Sacramento, CA 94249-0010 (916) 319-2010
Torlakson, Tom	11 815 Estudillo Street Martinez, CA 94553 (925) 372-7990  420 West Third Street Antioch, CA 94531 (925) 778-5790	State Capitol Room 5160 Sacramento, CA 94249-0011 (916) 319-2011
Ma, Fiona	12 455 Golden Gate Avenue Suite 14600 San Francisco, CA 94102 (415) 557-2312	State Capitol Room 3091 Sacramento, CA 94249-0012 (916) 319-2012
Ammiano, Tom	13 455 Golden Gate Avenue Suite 14300 San Francisco, CA 94102 (415) 557-3013	State Capitol Room 2175 Sacramento, CA 94249-0013 (916) 319-2013
Skinner, Nancy	14 1515 Clay Street Suite 2201 Oakland, CA 94612 (510) 286-1400	State Capitol Room 4126 Sacramento, CA 94249-0014 (916) 319-2014
Buchanan, Joan	15 1635 Chestnut Street Suite A Livermore, CA 94551 (925) 606-4990  740 Third Street Brentwood, CA 94513 (925) 513-8558	State Capitol Room 4167 Sacramento, CA 94249-0015 (916) 319-2015

Swanson, Sandre R.	16 1515 Clay Street Suite 2204 Oakland, CA 94612 (510) 286-1670	State Capitol Room 6012 Sacramento, CA 94249-0016 (916) 319-2016
Galgiani, Cathleen	17 31 East Channel Street Suite 306 Stockton, CA 95202 (209) 948-7479  806 West 18th Street Merced, CA 95340 (209) 726-5465  520 J Street Los Banos, CA 93635 (209) 826-0417	State Capitol Room 5155 Sacramento, CA 94249-0017 (916) 319-2017
Hayashi, Mary	18 22320 Foothill Boulevard Suite 540 Hayward, CA 94541 (510) 583-8818	State Capitol Room 3013 Sacramento, CA 94249-0018 (916) 319-2018
Hill, Jerry	19 1528 South El Camino Real Suite 302 San Mateo, CA 94402 (650) 349-1900	State Capitol Room 4146 Sacramento, CA 94249-0019 (916) 319-2019
Torrico, Alberto	20 39510 Paseo Padre Parkway Suite 280 Fremont, CA 94538 (510) 440-9030	State Capitol Room 319 Sacramento, CA 94249-0020 (916) 319-2020
Ruskin, Ira	21 5050 El Camino Real Suite 117 Los Altos, CA 94022 (650) 691-2121	State Capitol Room 3123 Sacramento, CA 94249-0021 (916) 319-2021
Fong, Paul	22 274 Castro Street Suite 202 Mountain View, CA 94041 (650) 210-2000	State Capitol Room 5135 Sacramento, CA 94249-0022 (916) 319-2022
Coto, Joe	23 100 Paseo De San Antonio Suite 319 San Jose, CA 95113 (408) 277-1220	State Capitol Room 2013 Sacramento, CA 94249-0023 (916) 319-2023
Beall, Jr., Jim	24 100 Paseo De San Antonio Suite 300 San Jose, CA 95113 (408) 282-8920	State Capitol Room 5016 Sacramento, CA 94249-0024 (916) 319-2024
Berryhill, Tom	25 1912 Staniford Ave Suite 4 Modesto, CA 95350 (209) 576-6425	State Capitol Room 3141 Sacramento, CA 94249-0025 (916) 319-2025
Berryhill, Bill	26 4557 Quail Lakes Drive Suite C3 Stockton, CA 95207 (209) 473-6972	State Capitol Room 4009 Sacramento, CA 94249-0026 (916) 319-2026
Monning, William W.	27 701 Ocean Street Room 318B Santa Cruz, CA 95060 (831) 425-1503  99 Pacific Street Suite 555D Monterey, CA 93940 (831) 649-2832	State Capitol Room 5150 Sacramento, CA 94249-0027 (916) 319-2027
Caballero, Anna M.	28 100 West Alisal Street Suite 134 Salinas, CA 93901 (831) 759-8676  365 Fourth Street Hollister, CA 95023 (831) 638-3228  231 Union Street Watsonville, CA 95077 (831) 761-7428	State Capitol Room 5119 Sacramento, CA 94249-0028 (916) 319-2028
Villines, Michael N.	29 6245 N. Fresno Street, Suite 106 Fresno, CA 93710 (559) 446-2029	State Capitol Room 3104 Sacramento, CA 94249-0029 (916) 319-2029
Gilmore, Danny D.	30 1489 West Lacey Blvd. Suite 105 Hanford, CA 93230 (559) 585-7170	State Capitol Room 5126 Sacramento, CA 94249-0030 (916) 319-2030
Arambula, Juan	31 2550 Mariposa Mall Room 5031 Fresno, CA 93721 (559) 445-5532	State Capitol Room 2141 Sacramento, CA 94249-0031 (916) 319-2031

# Why We Need Stronger Unions, and How to Get Them

By Robert Reich

*This appeared on Reich's blog with this title, and in the Los Angeles Times as "The Union Way Up." We are grateful to the author for permission to reprint this article.*

Why is this recession so deep, and what can be done to reverse it?

Hint: Go back about 50 years, when America's middle class was expanding and the economy was soaring. Paychecks were big enough to allow us to buy all the goods and services we produced. It was a virtuous circle. Good pay meant more purchases, and more purchases meant more jobs.

At the center of this virtuous circle were unions. In 1955, more than a third of working Americans belonged to one. Unions gave them the bargaining leverage they needed to get the paychecks that kept the economy going. So many Americans were unionized that wage agreements spilled over to nonunionized workplaces as well. Employers knew they had to match union wages to compete for workers and to recruit the best ones.

Fast forward to a new century. Now, fewer than 8 percent of private-sector workers are unionized. Corporate opponents argue that Americans no longer want unions. But public opinion surveys, such as a comprehensive poll that Peter D. Hart Research Associates conducted in 2006, suggest that a majority of workers would like to have a union to bargain for better wages, benefits and working conditions. So there must be some other reason for this dramatic decline. But put that question aside for a moment. One point is clear: Smaller numbers of unionized workers mean less bargaining power, and less bargaining power results in lower wages.

It's no wonder middle-class incomes

were dropping even before the recession. As our economy grew between 2001 and the start of 2007, most Americans didn't share in the prosperity. By the time the recession began last year, according to an Economic Policy Institute study, the median income of households headed by those under age 65 was below what it was in 2000. Typical families kept buying only by going into debt. This was possible as long as the housing bubble expanded. Home-equity loans and refinancing made up for declining paychecks.

But that's over. American families no longer have the purchasing power to keep the economy going. Lower paychecks, or no paychecks at all, mean fewer purchases, and fewer purchases mean fewer jobs.

The way to get the economy back on track is to boost the purchasing power of the middle class. One major way to do this is to expand the percentage of working Americans in unions. Tax rebates won't work because they don't permanently raise wages. Most families used the rebate last year to pay off debt—not a bad thing, but it doesn't keep the virtuous circle running. Bank bailouts won't work either. Businesses won't borrow to expand without consumers to buy their goods and services. And Americans themselves can't borrow when they're losing their jobs and their incomes are dropping.

Tax cuts for working families, as President Obama intends, can do more to help because they extend over time. But only higher wages and benefits for the middle class will have a lasting effect.

Unions matter in this equation. According to the Department of Labor, workers in unions earn 30 percent higher wages—taking home \$863 a week, compared with \$663 for the typical nonunion worker—and are 59 percent more likely to have employer-provided

health insurance than their nonunion counterparts.

Examples abound. In 2007, nearly 12,000 janitors in Providence, R.I., New Hampshire and Boston, represented by the Service Employees International Union, won a contract that raised their wages to \$16 an hour, guaranteed more work hours and provided family health insurance. In an industry typically

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*“By the time the recession began last year, according to an Economic Policy Institute study, the median income of households headed by those under age 65 was below what it was in 2000.”*

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staffed by part-time workers with a high turnover rate, a union contract provided janitors with full-time, sustainable jobs that they could count on to raise their families'—and their communities'—standard of living.

In August [2008], 65,000 Verizon workers, represented by the Communications Workers of America, won wage increases totaling nearly 11 percent and converted temporary jobs to full-time status. Not only did the settlement preserve fully paid healthcare premiums for all active and retired unionized employees, but Verizon also agreed

to provide \$2 million a year to fund a collaborative campaign with its unions to achieve meaningful national health-care reform.

Although America and its economy need unions, it's become nearly impossible for employees to form one. The Hart poll I cited tells us that 57 million workers would want to be in a union if they could have one. But those who try to form a union, according to researchers at MIT, have only about a 1 in 5 chance of successfully doing so.

The reason? Most of the time, employees who want to form a union are threatened and intimidated by their employers. And all too often, if they don't heed the warnings, they're fired, even though that's illegal. I saw this when I was Secretary of Labor over a decade ago. We tried to penalize employers that broke the law, but the fines are minuscule. Too many employers consider them a cost of doing business.

This isn't right. The most important feature of the Employee Free Choice Act, which will be considered by the just-seated 111th Congress, toughens penalties against companies that violate their workers' rights. The sooner it's enacted, the better—for U.S. workers and for the U.S. economy.

The American middle class isn't looking for a bailout or a handout. Most people just want a chance to share in the success of the companies they help to prosper. Making it easier for all Americans to form unions would give the middle class the bargaining power it needs for better wages and benefits. And a strong and prosperous middle class is necessary if our economy is to succeed.

Robert B. Reich, former U.S. Secretary of Labor, is professor of public policy at UC Berkeley and the author, most recently, of *Supercapitalism*.

## BASIC CRAFTS—WORKERS' COMPENSATION PROGRAM

### The Growth of the Basic Crafts Workers' Compensation Program

In the two years of its existence, the Basic Crafts Worker's Compensation Program has grown to cover over 10,000 members of the Carpenters, Laborers and Operating Engineers unions in northern California. With the recent addition of Zurich Financial Services Group, in addition to State Compensation Insurance Fund and SeaBright Insurance Company, the program has expanded to include 200 employers. Thus, increasing numbers of union contractors are saving premium dollars that allow them to better compete with non-union contractors.

As this program grows, it becomes increasingly likely that members will be working for employers participating in the program. For those members working for a Basic Crafts member employer, it is important to understand the following:

Ombudsman services are available to those members injured on the job while working for a Basic Crafts member employer.

The Ombudsman staff will answer questions and explain your rights and obligations as an injured worker.

The Ombudsman will assist you, if necessary, in finding an eligible physician to provide quality medical care.

These services are provided free of charge.

The goal is to prevent disputes by promoting a full understanding of the circumstances to all parties, to reduce the severity of any disputes that do arise and to promptly resolve those disputes through the Ombudsman or by mediation or arbitration.

If you are working for a Basic Crafts member employer you have signed, or will be signing, an Acknowledgement Form and have received a package of information.

If you have any questions whether you are injured or not, please call us at (800) 526-0888, or visit our website at [www.basiccrafts.org](http://www.basiccrafts.org).

Basic Crafts Staff:

Rick Pires, Marketing Director (ext. 1)

Steven Siemers, ADR Director and Ombudsman (ext. 2)

Art Scears, Assistant Director and Ombudsman (ext. 3)

Teresa Alvarado, Interpreter, Receptionist and Secretary (ext. 4)

Other Contact Information:

**Basic Crafts Workers Compensation Program**  
265 Hegenberger Road, Suite 240 - Oakland, CA 94621-1480  
Telephone (800) 526-0888 & Fax: (510) 568-5279

## PROGRAMMA DE LOS OFICIOS BÁSICOS PARA COMPENSACIÓN DE LA EMPLEADOS

### El Crecimiento del Programa de los Oficios Básicos de Compensación a los Empleados

En los 2 años de existencia, el Programa de los Oficios Básicos de Compensación a los Empleados ha crecido para cubrir a más de 10,000 miembros de los Sindicatos de Carpinteros, Laborers y Operating Engineers en el norte de California. Con la recién adición del Grupo de Servicios Financieros Zurich, además del State Compensación Insurance Fund y de la Compañía de Seguro SeaBright, el programa se ha expandido para incluir a 200 empleadores. Aumentando así el número de contratistas sindicales que están ahorrando dinero en primas que les permite competir mejor con contratistas no sindicales.

Según crece este programa, es muy posible que los miembros vayan a trabajar para empleadores participantes en el programa. Para aquellos miembros que trabajan para un empleador miembro de los Oficios Básicos, es importante entender lo siguiente:

Los servicios de Ombudsman están disponibles para aquellos miembros que son lesionados en el trabajo mientras trabajan para un empleador miembro de los Oficios Básicos.

El personal del Ombudsman contestará preguntas y explicará los derechos y obligaciones como empleado lesionado.

El Ombudsman te asistirá, si es necesario, en encontrar a un médico elegible para proveer cuidado médico de calidad.

Estos servicios son proveídos sin cobro alguno.

La meta es evitar disputas promoviendo un entendimiento completo por las partes de las circunstancias, para reducir la severidad de cualquier disputa que surja y para resolver rápidamente estas disputas por medio del Ombudsman o por medio de mediación o arbitraje.

Si trabajas para un empleador miembro de los Oficios Básicos has firmado o firmarás un Formulario de Conocimiento y has recibido un paquete de información.

Si tienes alguna, así estés lesionado o no, por favor llámanos al (800) 526-0888, o visita nuestro sitio web [www.basiccrafts.org](http://www.basiccrafts.org).

Personal de los Oficios Básicos:

Rick Pires, Director de Mercadeo (ext. 1)

Steven Siemers, ADR Director y Ombudsman (ext. 2)

Art Scears, Director Asistente y Ombudsman (ext. 3)

Teresa Alvarado, Interprete, Recepcionista y Secretaria (ext. 4)

Otra Información de Contacto:

**Programma de los Oficios Básicos para Compensación de la Empleados**  
265 Hegenberger Road, Suite 240 - Oakland, CA 94621-1480  
Telephone (800) 526-0888 & Fax: (510) 568-5279