



BUILDING TRADES NEWS

VOLUME 25, NO. 3 THE OFFICIAL PUBLICATION OF THE LOS ANGELES/ORANGE COUNTIES BUILDING AND CONSTRUCTION TRADES COUNCIL  MARCH 2020



Journeyman Julian Forman of Plasterers Local 200 shapes a detail at the new Westin Anaheim Resort. For more photos and story, see “On the Job” on p. 11.

DOWNTOWN TOWER WILL HEAD UP

Tribune Changes Design from 37 to 56 Stories

Los Angeles City Planning Commissioners have voted to move forward on a proposed residential tower at 222 W. 2nd Street.

It will be built all-union under a Project Labor Agreement with the Los Angeles/Orange Counties Building and Construction Trades Council.

On Feb. 13, the commission approved staff recommendations allowing the ambitious transit-oriented development to head to final City approvals.

The land for the future tower is already busy for the Building Trades. Once a parking lot, it is now a site where LA County Metro is building a station, tunnels and tracks for the Regional Connector subway. Developer Tribune Real Estate Holdings scrapped initial plans to turn the lot on the former “LA Times” campus into a mixed-use office building with 107 residential units at 37 stories. Instead, the building will soar to 56 stories, holding 680 residential units, with 45 units reserved for workforce housing.



The top floors will be set back above a deck.

One of the project’s signature features is its juncture with Metro’s future Historic Broadway station via a large, airy, ground-floor paseo that links Spring St. and Broadway. The 2.7-acre lot will also include 10,000 square feet of commercial space, tenant amenities and various energy-saving features.

SEE TOWER PAGE 6

CORONAVIRUS

What to do at the jobsite and home
P. 5

PRST STD
U.S. POSTAGE
PAID
LOS ANGELES
CA. Permit NO.
31327

PRIMARY ELECTION RESULTS

LOCAL, STATE AND NATIONAL RACES

P. 7

Our Reach is National Our Impact is Local

When we launched J for Jobs in 1977, it was the first real estate vehicle of its kind, with labor protections that create jobs for union members while seeking competitive returns for investors.

Over 320K New Jobs Nationwide

IN SOUTHERN CALIFORNIA:

Since October 1, 2012

3,383 New Jobs

\$6.7M Labor Hours

\$355M in Personal Income

From investments to insurance products, the entire Ullico Inc. family of companies is dedicated to protecting and advancing the labor movement.



DISCOVER THE DIFFERENCE:

ULLICO.COM

SEPARATE ACCOUNT J

Separate Account J ("the Fund") is offered through a group annuity contract issued by The Union Labor Life Insurance Company ("Union Labor Life") and is sold through Ullico Investment Company, LLC (Member FINRA/SIPC), both subsidiaries of Ullico Inc. The Fund will only be offered to qualified institutional and accredited investors. Investments in commercial mortgage loans secured by illiquid real estate are subject to additional risks including the potential inability of an investor to redeem units. The investment return and principal value of the Fund will fluctuate so that an investor's units, when redeemed, may be worth more or less than original cost. In addition, fluctuations in interest rates and market volatility may limit available financing for real estate investments held by the Fund, thereby adversely affecting the value of the underlying investments, the investment return and the liquidity of the investments. Furthermore, the loan values determined could vary significantly from the prices at which the investments would sell because market prices can only be determined by negotiation between a willing buyer and seller. The ability of borrowers to repay loans issued by the Fund will typically depend upon the successful construction or operation of the related real estate project and the availability of financing. The repayment of loans issued for the construction of multifamily housing (i.e. condominium loans) will generally depend on the borrower's ability to sell the underlying housing units. There is no guarantee that Union Labor Life will attain its investment objectives. Potential investors in the Fund should carefully read the Fund Disclosure Memorandum for a description of the potential risks associated with investment in the Fund.

Economic Impact

Direct union impact figures provided by an economic impact study performed by Pinnacle Economics through input-output analysis utilizing IMPLAN modeling software. The study was performed using estimated project costs and union prevailing wage data from state departments of labor as provided by Ullico Investment Advisors, Inc. Jobs, Hours of Work and FTE figures reflect totals over the life of the project. All construction impacts are temporary in nature, and unfold as construction spending unfolds. This is an illustration of the projected economic impact of selected commercial real estate projects. All projections assume the completion of the relevant construction project which can depend on several factors including borrowers meeting all lending obligations. Projections are based on overall project costs which include the participation of Separate Account J.



FROM THE EXECUTIVE SECRETARY

FOR GOOD JOBS, VOTE FOR GOOD SCHOOLS

In our democracy, we're all asked to participate. One of the main ways is by voting. And another is by what we vote for—it expresses our values, our goals, and what we want to have happen in the future.

This is democracy in action.

And so it's especially good when working people win at the polls. When we vote for measures like 2016's Measure M, which will raise more than \$40 billion for transit projects that will be built by the skilled and trained workforce of the Building Trades local affiliated unions. When we defeat propositions like 2018's Prop. 6, which would have killed thousands of Building Trades jobs.

Through our votes, we support the blue-collar middle class in California.

So when we lose—it's a blow. We've got to ask ourselves, why did a ballot measure lose; how does it affect our jobs; and what can we do in the future?



BY RON MILLER
Executive Secretary

Prop. 13. Some voters, it seems, thought the measure was related to the historic Prop. 13 of 1978, which capped property taxes. They were afraid this new Prop. 13 would somehow repeal the earlier one.

These measures are not connected at all—numbers for propositions come up in a rotation, unrelated to what the proposition stands for. But the "Prop. 13" label did spook some voters. The bond measure's sponsor, our ally, Assemblyman Patrick

O'Donnell, wants to retire the number "13" from ever appearing on the ballot again. That makes sense.

But titles and names aside, there may be a deeper reason for the rejections. Some pundits are calling it "tax fatigue." Of the 120 bond measures and 28 parcel taxes on the ballot, the majority failed. That's a wake-up call as we get ready for the next election, and as we plan for



During the Great Recession, school construction, like the Robert F. Kennedy Community Schools for LAUSD, kept food on our tables.

As the results of the March 3 primary election become final, it's clear there's a new trend to reject bond measures and parcel taxes, instead of approving them. Most of these measures were for school funding, starting with the biggest of them all, the statewide Prop. 13. The Building Trades supported Prop. 13, which would fund \$15 billion in construction for schools from kindergarten through universities.

Buildings Need Replacement

Prop. 13 made sense. Throughout the state, school buildings need replacement and renovation. Each district can only raise so much money, and this proposition would have spread the work—and the jobs—around the state. Our Building Trades members would be on the job.

But the voters didn't agree. For the first time since 1994, a statewide schools measure went down in defeat.

Many said the item was doomed by its name:

the long-term health of Building Trades careers.

It's fundamental to the Building Trades that we support infrastructure: transit, roads, bridges, tunnels, schools and utilities. These are big-ticket items that often need a good amount of public funding, and when a line in the yearly budget can't cover it, bonds, parcel taxes and sales taxes have to fill in the gap.

That's why we have a robust infrastructure program in California. We've been willing to tax ourselves to pay for it. Building Trades councils across the country look to us in Los Angeles and Orange Counties as an example of how to win partnerships with public entities, gaining Project Labor Agreements and Community Workforce Agreements that will be in effect for years to come.

These projects provide a steady source of jobs, separate from the boom-and-bust cycle of private development. When the Great Reces-

SEE MILLER PAGE 29

BUILDING TRADES NEWS

Building Trades News is published monthly by the Los Angeles/Orange Counties Building and Construction Trades Council.

PUBLISHER
Ron Miller

EDITORIAL DIRECTOR
Anne-Marie Otey

SENIOR ACCOUNT EXECUTIVE
Barry Garfield

CONTRIBUTING WRITERS
Leslie Berkman, Robert Buscemi,
James Duffy V, Beige Luciano-Adams,
Karen Robes Meeks, Mark Edward Nero

CONTRIBUTING PHOTOGRAPHERS
Kenneth Johansson, Victor Posadas, Mark Savage,
Jessica Sterling, Ty Washington

ART DIRECTOR
Cynthia Tan

**LOS ANGELES/ORANGE COUNTIES BUILDING AND
CONSTRUCTION TRADES COUNCIL**
1626 Beverly Blvd., Los Angeles, CA 90026 P 213.483.4222 •
714.827.6791 • F 213.483.4419



"Building Trades News" is a member of the
International Labor Communications Association, AFL-CIO.

OFFICERS OF THE COUNCIL

Ron Miller, Executive Secretary
Anthony Gazzaniga, President
Eric Brown, Vice President
Ronald Sikorski, Trustee
Lupe Aldaco, Trustee
Luther Medina, Trustee
Tony Olea, Sergeant-at-Arms

COUNCIL AFFILIATES

Heat & Frost Insulators Local 5
Boilermakers Local 92
Bricklayers & Tile Layers Local 4
Electrical Workers Local 11
Electrical Workers Local 40
Electrical Workers Local 45
Electrical Workers Local 441
Elevator Constructors Local 18
Operating Engineers Local 12
Iron Workers Local 416
Iron Workers Local 433
Iron Workers Local 509
Laborers District Council
Laborers Local 300
Laborers, Gunite Workers
Local 345
Laborers Local 652
Laborers Local 1184
Laborers Local 1309
Laborers, Plaster Tenders
Local 1414
District Council 36 Painters
& Allied Trades
Drywall Finishing Local 1136

Glaziers Local 636
Tradeshaw & Sign Crafts
Local 831
Painters Local 1036
Resilient Floor Local 1247
Civil Service Local 1991
UA Pipe Trades District Council 16
Plumbers Local 78
Steam & Pipefitters Local 250
Plumbers Local 345
Plumbers & Fitters Local 398
Plumbers & Steamfitters
Local 582
Road Sprinkler Fitters Local 669
Sprinkler Fitters Local 709
Plumbers & Fitters Local 761
Plasterers-Cement Masons
District Council
Plasterers-Cement Masons
Local 755
Plasterers Local 200
Cement Masons Local 500
Cement Masons Local 600
Roofers & Waterproofers Local 36
Roofers & Waterproofers
Local 220
Sheet Metal Workers Local 105
Sheet Metal Workers Local 170
Teamsters Joint Council 42
Teamsters Local 848
Teamsters Local 952
Teamsters Local 986

Change of address: Union members, please contact your local.

INSIDE BUILDING TRADES NEWS



PG. 1

1 TRIBUNE TOWER ADDS 19 FLOORS

All-union building in downtown Los Angeles goes taller

3 FROM THE EXECUTIVE SECRETARY

When we vote for schools, we vote for our future

5 CORONAVIRUS AND CONSTRUCTION

The situation is changing every day, but these guidelines will help with hygiene at the jobsite



PG. 7

7 PRIMARY ELECTION RESULTS

LA and Orange Counties now gear up for runoffs, and the November general election

11 ON THE JOB: ALL-UNION LUXURY HOTEL TAKES SHAPE

The Westin Anaheim Resort, opening later this year, is the result of partnership among Building Trades, developer and the city



PG. 19

19 MEDICAL SPECIAL SECTION: CARING FOR MEMBERS AND FAMILIES

*Benefits from companies including Kaiser Permanente; Anthem; UnitedHealthcare; Blue Shield; Aava Dental; Activate Healthcare; BPA; Delta Dental and TruHearing

*Unions fundraise to fight deadly mesothelioma



PG. 11

We're
passionate
about helping
build a better
future for your
members.



Providing Taft-Hartley funds insight and risk management services for more than 60 years:

- Retirement consulting
- Health & welfare consulting
- Defined contribution recordkeeping

Grant Camp
+1 714 933 1090
grant.camp@milliman.com

John Botsford
+1 415 394 3740
john.botsford@milliman.com

Sean Silva
+1 925 948 1243
sean.silva@milliman.com

CORONAVIRUS AND CONSTRUCTION

Building Sites Remain Open With Safety Precautions

As the coronavirus outbreak continues to spread in the United States, Building Trades leaders are working closely with local affiliated unions, project owners, contractors and public agencies to keep construction sites open and safe.

“We are all in to keep jobsites up and running,” said Ron Miller, Executive Secretary of the Los Angeles/Orange Counties Building and Construction Trades Council. “We always take safety seriously in the Building Trades. With coronavirus, we are taking our respect for safety to another level.”

Contractors are taking specific steps

to increase hygiene at construction sites, such as adding more toilets and hand-washing stations; and performing deep cleaning at sites. Instead of having all hands assemble together for the weekly safety meetings, the meetings are being broken up into small groups. For rest periods and lunches, workers are advised to keep a “social distance” of six feet between each person.

Many office staff who usually work in trailers are switching to working from home, which is a good strategy for lowering the number of people and potential exposure on a job site. That means Building Trades local union members will be the ones who continue to show up and work on site.

“It is more important than ever that those who remain on-site follow safety protocols,” Miller said. “What we do now determines whether our sites will stay open for the entire period of this outbreak—an outbreak where we are not even sure of what

the end date will be. To preserve our jobs, our health and our families’ health, we must do everything we can to stay safe.”

Here are specific guidelines from NABTU, North America’s Building Trades Unions, and CPWR, the Center for Construction Research and Training.

In response to the construction industry’s questions regarding the COVID-19 outbreak, the following are steps everyone should be taking now:

- If you are feeling sick, do not go to work.
- Don’t shake hands when greeting others.
- Try to stay three to six feet away from others in gatherings, meetings and training sessions.
- Avoid contact with sick people.
- Avoid touching your eyes, nose, or mouth with unwashed hands.
- Clean your hands often by washing them with soap and water for at least 20 seconds or using an alcohol-based hand sanitizer that contains 60–95 percent alcohol. Soap and water should be used if hands are visibly dirty.
- It is especially important to clean hands after going to the bathroom, before eating, and after coughing, sneezing or blowing your nose.

Construction industry employers should also:

- Plan for office staff to have the ability to work from home.

- Provide soap and running water on all jobsites for frequent handwashing.

- Provide hand sanitizer when soap and running water are impossible.

If you work in health care facilities, train your workers in Infection Control Risk Assessment—for information on this training program offered through CPWR, visit: <https://www.cpwr.com/training/infection-control-risk-assessment-icra>

Currently, older adults and persons with underlying health conditions, such as heart or lung disease or diabetes, are considered to be at increased risk for severe illness and complications from COVID-19. People in high-risk groups should consult with their health care provider about attending large events.

Older adults and those with underlying health conditions should avoid situations that put them at increased risk for more severe disease.

Additional links from our federal government partners:

From OSHA: <https://www.osha.gov/SLTC/covid-19/>

From NIOSH: https://www.cdc.gov/niosh/emres/2019_ncov.html

From CDC: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

Photo by Mark Savage



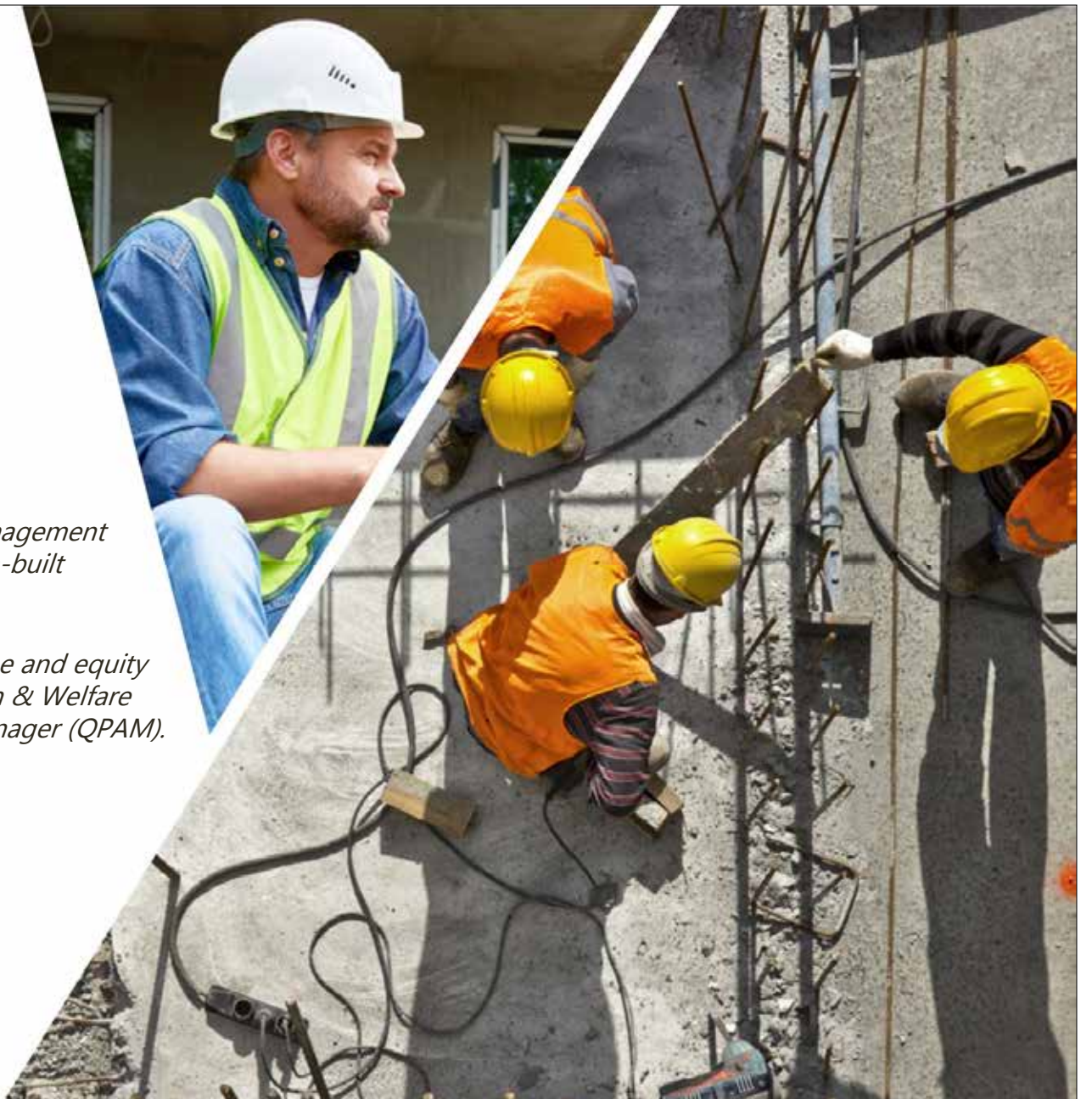
On construction sites, each skilled worker carries out specific tasks.

PENSION FUNDED. UNION BUILT.

For over 30 years, Washington Capital Management has invested Union pension funds in Union-built commercial real estate projects.

Washington Capital also offers fixed income and equity investment management services to Health & Welfare Trusts and is a Qualified Pension Asset Manager (QPAM).

Learn more at
www.wa-cap.com



TOWER

CONTINUED FROM PAGE 1

“I think this is the first tower I’ve sat through without opposition,” Commissioner David Ambrose remarked before voting. He commended developers on their community outreach efforts.

That includes partnering with the Building Trades, and including the “workforce” housing, which targets those earning slightly more or less than the area’s average income.

“We’ve worked hard in the local community for local hire, and we have a lot of folks who want to live in downtown. This is a model project,” said Ron Miller, LA/OC Building Trades Executive Secretary. “For the Building Trades, that workforce housing is very important to us. So we can get the young men and women we’re putting to work in the community into a place where they can live, near where they work.”

Housing Near Transit

Carl Cade, West Coast Director for Tribune, noted the years of work with Metro and the community, as well as a renewed focus on transit-adjacent housing. “This is the culmination of years of planning and collaboration with Metro on how to build 680 units of much-needed housing, over a new Metro station, at the center of a rail network and our region’s largest job center, on a surface lot that was long owned by the ‘LA Times’ and Tribune.”

While the project doesn’t trigger any affordability requirements under city law, Cade noted Tribune voluntarily

committed an affordable housing component. Beyond the relatively small number of Very Low Income units they’d originally anticipated, Cade said, “we then asked ourselves how we could have a bigger impact on affordability, and figured we would have almost three times as many rent-controlled units with the same subsidy.

“By building 45 units of workforce housing, we will be able to house 45 families led by downtown workers who can’t find housing because little has been built for them in decades.”

Speaking on behalf of Iron Workers Local 416, representative Albert Duarte noted, “The developers have agreed to a PLA, and that’s really important to us, because it’s a fair wage for us. We’re proud to partner with the developer and the City of Los Angeles.”

Doug Summers, representative of UA Local 709 Sprinkler Fitters, added, “We strongly support this project. The applicants made good commitments with the



The tower will include 45 units of workforce housing.

skilled crafts, supporting a safe working environment, good livable wages and benefits.” Shomari Davis, representing IBEW Local 11, called the project “transformative,” adding, “We want to continue to make Downtown LA beautiful.”

Commissioner Helen Leung acknowledged the layers of negotiations that must have gone into the “clearly very complex” project to result in support from both Metro and the Downtown community. The PLA, she added, “is so important in this time where good-paying jobs are hard to come by. So it’s always great to see those come before the commission.”

New Life for Broadway

Supporters also noted the “thoughtful integration” of retail and residential development with the public space of a major Metro station, and hailed the project as part of the continued revitalization of Broadway and a model for transit-oriented development.

Beyond its positioning above Metro and the fact that no new parking spaces will be added (an existing five-story structure will be retained) developers offered a “robust” Transportation Demand Management program to reduce vehicle trips, including contributions to the Bicycle Plan trust fund. Sustainable and green features include drought-tolerant plants, efficient irrigation systems and waste management measures.

The City Planning Commission adopted staff recommendations with a few amendments, including relating to digital signage and an added “architectural integrity clause” to insure the final result stays close to the design that they approved.



Thank you for laying strong foundations for your retirees

Your retirees helped to provide structure for your community. It’s time to ensure they have solid protection during their retirement. Anthem has done the heavy lifting to create Medicare Advantage plans that are focused on the physical, mental and financial well-being of your retirees.

When you offer your retirees an Anthem Medicare Advantage plan, you’re giving them personalized care that helps them improve the quality of their lives, while also getting the pricing stability and predictability that you need.

Anthem’s Group Retiree Solutions team will work with you to customize a plan unique to the needs of your retirees. We’ll provide the support you need to ensure you’re taking care of those that have built a legacy.

Contact us today to discuss how we can help make sure your retirees feel supported in their healthcare journey.

Martin Lutzeier 415.617.1736
Martin.Lutzeier@Anthem.com

Anthem Blue Cross is the trade name of Blue Cross of California. Anthem Blue Cross and Anthem Blue Cross Life and Health Insurance Company are independent licensees of the Blue Cross Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. The Blue Cross name and symbol are registered marks of the Blue Cross Association.



PRIMARY ELECTION RESULTS

BY LESLIE BERKMAN

In the March 3 California primary election, most candidates endorsed by the Building Trades did well enough to move on to the general election, which will take place Nov. 3. In some city and school board contests, if a candidate won the primary with at least 50 percent of the vote or a plurality, he or she is the final winner and doesn't face another election. Many ballot measures for schools did not pass (see p. 3).

Here are highlights of the major contests, and elections to watch for November.

PRESIDENT OF THE UNITED STATES, DEMOCRATIC PRIMARY

Bernie Sanders won 33.8 percent of the vote and 179 delegates. Joe Biden, with 25.1



Joe Biden



Bernie Sanders

percent, won 127 delegates. Michael Bloomberg, who won 14.1 percent of the votes, and

Elizabeth Warren, who won 12.2 percent, later left the race.

LOS ANGELES COUNTY

BOARD OF SUPERVISORS

District 2: Herb Wesson Jr., endorsed by the Building Trades, was the largest vote getter with 35 percent. In the general election



Herb Wesson

he will face off against runner-up Holly Mitchell, with 29 percent.

District 4: Janice Hahn, endorsed by the Building Trades, won re-election with 76 percent.

District 5: Kathryn Barger, endorsed by the Building Trades, won re-election with 59 percent.



Janice Hahn



Kathryn Barger

DISTRICT ATTORNEY

Incumbent Jackie Lacey, endorsed by the Building Trades, was the largest vote-getter with 49 percent and will face off against George Gascon with 28 percent.



Jackie Lacey

BALLOT MEASURES

California Prop. 13: Would authorize the sale of \$15 billion for repair, construction and modernization of public pre-schools, K-12 schools, community colleges and universities. Passage required a simple majority but it lost with 46 percent of votes in support.

LA Countywide Ballot Measure FD: Parcel tax for Fire and 911 Emergency Response failed. It received 52.56 percent of the vote but a two-thirds majority was required.

Antelope Valley Measure AV: Called for the Antelope Valley Health Care District to issue \$350 million in bonds to build a new Antelope Valley Hospital, supported by the Building Trades. Passage required a two-thirds supermajority, and the measure lost with 49.97 percent in favor.

SCHOOL DISTRICT BOARDS

Los Angeles

All four candidates endorsed by Building Trades won or moved on to the general election.

District 1: Dr. George McKenna won.

District 3: Scott Schmerelson was the top vote getter with 42 percent and will face Marilyn Koziatek with 32 percent.

District 5: Jackie Goldberg won with 58 percent.

District 7: Patricia Castellanos was the top vote getter with 26.5 percent, followed by Tanya Ortiz Franklin with 23.7 percent.

LONG BEACH

Area 2: Tonia Reyes Uranga was the top vote getter in the primary with 42 percent of the vote and will face off against Erik Miller with 36 percent.

Area 4: Doug Otto, endorsed by the Building Trades, won with 52 percent.

COMPTON

Trustee Area C:

Endorsee Micah Ali won in a field of three candidates with 50.45 percent.

Trustee Area D:

Endorsee Charles



Micah Ali

SEE ELECTIONS PAGE 8



Stronger together

Join forces with the financial group that's served Taft-Hartley clients for more than 60 years

Trust, efficiency and experience are essential when you choose a financial organization to service your plan. Which is why you should rely on the proven expertise of Union Bank®. Our clients in labor value our specialized collection and disbursement services, tailored to serve their specific needs — from a customized lockbox that improves the employer remittance process to state-of-the-art electronic disbursement origination and processing. We'll help you design a plan to streamline your banking experience, increase efficiency, and reduce costs. So when your organization needs a trusted resource, work with a partner that understands labor inside and out.

Let's talk strength: unionbank.com/labor

Garrett Bell, Managing Director
Labor Industry Division Manager
213-236-4078

Armand Antonian, Director
Southern California, Southwest, Midwest
213-236-5046

Gina Camacho, Vice President
Northern California, Pacific Northwest,
East Coast
213-236-7987



A member of MUFG, a global financial group

©2020 MUFG Union Bank, N.A. All rights reserved. Member FDIC.
Union Bank is a registered trademark and brand name of MUFG Union Bank, N.A.

ELECTIONS

CONTINUED FROM PAGE 7

Davis won in a three-candidate field with 40 percent.

SCHOOL BALLOT MEASURES

Burbank Unified School District Measure I Two-thirds supermajority required
Failed with 64 percent supporting
Keppel Union Bond Measure SF
Failed with 45 percent supporting
Lawndale Elementary School District Measure EE
Passed with 61 percent supporting
Mountain View Measure M
Two-thirds supermajority required
Passed with 69.35 percent supporting

U.S. CONGRESS

The top two vote getters will go to a runoff in the November general election, even if they are from the same party. Most incumbents won their primary.

U.S. Congress, Races to Watch

District 25 Special Election: To complete the term of office that Katie Hill vacated, which ends in January 2021. The top two vote getters go to a runoff election May 12. They are Democrat Christy Smith, endorsed by the Building Trades, with 35.3 percent, and Re-



Christy Smith

publican Mike Garcia with 27.3 percent.
District 25 Primary Election: It selected the top two candidates for a runoff Nov. 3 to serve a full term beginning in 2021. The top two are Democrat Christy Smith and Republican Mike Garcia.

STATE SENATE

The top two vote getters will go to a runoff in the November general election, even if they are from the same party. Most incumbents won their primary.

State Senate, Races to Watch

District 21: Incumbent Republican Scott Wilk, endorsed by the Building Trades, was the top vote getter with 51 percent and will face Democrat Kipp Mueller with 20 percent.
District 29: Incumbent Republican Ling Ling Chang was the top vote getter with 43 percent and will face off against Democrat Josh Newman, endorsed by the Building Trades, with 31 percent.

STATE ASSEMBLY

The top two vote getters will go to a runoff in the November general election, even if they are from the same party. Most incumbents won their primary.

State Assembly, Races to Watch

District 36: Incumbent Republican Tom Lackey was the top vote getter with 53 percent and will face off against Democrat Steve Fox with 17 percent.
District 38: Republican Suzette Martinez Valladares was the top vote getter with 32 percent and will face Republican Lucie Lapointe Volotzky with 17 percent.

District 55: Republican incumbent Phillip Chen was the top vote getter with 56 percent and will face Democrat Andrew Rodriguez, endorsed by the Building Trades.
District 57: Republican Jessica Martinez was the top vote getter with 29 percent and will face Democrat Lisa Calderon with 20 percent.
District 59: Democrat Efren Martinez was the top vote getter with 50 percent and will face off against Democratic incumbent Reggie Jones-Sawyer, endorsed by the Building Trades, with 45 percent.
District 63: Democratic incumbent Anthony Rendon, endorsed by the Building Trades, was the top vote getter with 58 percent and will again meet Democrat Maria Estrada in the general election.

CITY ELECTIONS

LOS ANGELES CITY COUNCIL

District 2: Paul Krekorian, endorsed by the Building Trades, won election with 67 percent.
District 4: David Ryu, endorsed by the Building Trades, was the top vote getter with 45 percent and will face runner-up Nithya Raman, with 40 percent.
District 6: Nury Martinez, endorsed by the Building Trades, won election with 72 percent.
District 8: Marqueece Harris-Dawson, endorsed by the Building



Nury Martinez

Trades, ran unopposed.
District 10: Mark Ridley-Thomas, endorsed by the Building Trades, was the top vote getter with 45 percent and will face off against Grace Yoo, with 24 percent.



Mark Ridley-Thomas

District 12: John Lee, endorsed by the Building Trades, won election with 51 percent.
District 14: Kevin De Leon won election with 53 percent.

LONG BEACH CITY COUNCIL

District 8: Tunua Thrash-Ntuk was the top vote getter with 38 percent and will run against Al Austin, endorsed by the Building Trades, with 32 percent.
District 2: Cindy Allen, who got 28 percent, will run against Robert Fox with 27.6 percent.
District 6: Suely Saro, who led with 44 percent, will go to a runoff against Dee Andrews with 29 percent.
Long Beach Ballot Measure A
To extend the city Transaction and Use Tax. Defeated with 49.6 percent in favor.



Victor Gordo

PASADENA MAYOR

Victor Gordo, endorsed by the Building Trades, won 46.4 percent and will face off against Mayor Terry Tornek with 42 percent.



TOGETHER WE ARE A CALIFORNIA RESOURCE

As California's largest oil and gas producer, California Resources Corporation is dedicated to providing ample, affordable and reliable energy to help meet the state's energy needs in a sustainable way. We applaud the hard-working men and women of the California Building & Construction Trades Council for their dedication to safe, high-quality products that replace foreign energy imports with California production through our statewide Project Labor Agreement.



CALIFORNIA
RESOURCES CORPORATION



crc.com
poweringcalifornia.com

PASADENA CITY COUNCIL

District 1: Tyron Hampton, endorsed by the Building Trades, ran unopposed.
District 2: Felicia Williams, endorsed by the Building Trades, won with 53 percent.

COMMERCE COUNCIL

The top vote getters were Oralia Rebollo, endorsed by the Building Trades, and Hugo Argumedo for the two seats available. Endorsee Carlos Maravilla came in third.

GLENDALE COUNCIL

Three seats were won by the top three vote getters in a field of eight. The winners were two candidates endorsed by the Building Trades—Paula Devine and Ardashes Kassakhian—plus Dan Brotman.

LA VERNE MAYOR

Endorsee Tim Hepburn won.

NORWALK COUNCIL

Endorsee Margarita Rios and Ana Valencia won, along with Rick Ramirez.

SAN DIMAS COUNCIL

Eric Weber and John Ebner were winners. Building Trades endorsee David Estrada came in fourth.

TORRANCE COUNCIL

District 6: Mike Griffiths defeated endorsee Andrew DeBlock.

WHITTIER COUNCIL

District 1: Jessica Martinez won with 49.6 percent of the vote, while Andrew Roble, endorsed by the Building Trades, came in third with 24 percent.

District 3: Cathy Warner defeated endorsee Alex Moisa.

Mayor: Joe Vinatieri defeated endorsee Louis Reyes.

HUNTINGTON PARK COUNCIL

LA County Fed endorsee Graciela Ortiz, Eddie Martinez and Marilyn Sanabria won.

SOUTH GATE COUNCIL

LA County Fed endorsee Maria Davila and Gil Hurtado won, along with Maria Del Pilar. Endorsee Belen Bernal did not win.

ORANGE COUNTY

U.S. CONGRESS

The top two vote getters will go to a runoff in the November general election, even if they are from the same party. Most incumbents won their primary.

U.S. Congress, Races to Watch:

District 39: Republican Young Kim was the top vote getter with 48.7 percent and will oppose Democratic incumbent Gil Cisneros, endorsed by the Building Trades, who received 46.5 percent.

District 45: Democratic incumbent Katie Porter, endorsed by the Building Trades, was the top vote getter with 50.5 percent and will face off against Republican Greg

Raths.

District 48: Democratic incumbent Harley Rouda was the top vote getter with 46 percent and will face Republican Michelle Steel with 35 percent.

STATE ASSEMBLY

The top two vote getters will go to a runoff in the November general election, even if they are from the same party. Most incumbents won their primary.

State Assembly, Races to Watch

District 65: Incumbent Democrat Sharon Quirk-Silva, endorsed by the Building Trades, was the top vote getter with 57 percent and will face off against Republican Cynthia Thacker.

District 72: Republican Janet Nguyen was the top vote getter with 34 percent and will face off against the runner-up, likely to be Democrat Diedre Nguyen with 25.5 percent. Republican incumbent Tyler Diep, endorsed by the Building Trades, had 24.8 percent.

District 73: Republican Laurie Davies was the top vote getter with 27 percent and will oppose Democrat Scott Rhinehart with 24 percent. Incumbent Republican Bill Brough came in fourth.

STATE SENATE

The top two vote getters will go to a runoff in the November general election, even if they are from the same party. Most incumbents won their primary.

State Senate, Races to Watch

District 29: Incumbent Republican Ling Ling Chang was the top vote getter with 43 percent and will again face Democrat Josh Newman, endorsed by the Building Trades, with 31 percent.

District 37: Incumbent Republican John Moorlach was the top vote getter with 48 percent and will oppose the runner-up, likely to be Democrat Dave Min with 28 percent. Katrina Foley, endorsed by the Building Trades, had 24.5 percent.

BOARD OF SUPERVISORS

District 1: Incumbent Andrew Do was the top vote getter with 42 percent and will face off against the second-highest primary vote getter. As of March 14, that was too close to call. The closest runners-up were Sergio Contreras and Miguel A. Pulido.

District 3: Incumbent Donald Wagner won with 52 percent.

BOARD OF EDUCATION

Trustee Area 1: Incumbent Rebecca Gomez, endorsed by the Building Trades, won with 58 percent.

Trustee Area 3: Incumbent Ken Williams Jr. won with 60 percent.

Trustee Area 4: In a race with no incumbents, Tim Shaw had 33 percent, followed by Vicki Calhoun and Paulette Chaffee. Building Trades endorsee Jor-

dan Brandman did not finish in the top two.

BALLOT MEASURE

A: County Charter Amendment to forbid the Board of Supervisors to sponsor a proposal to voters to impose, extend or increase a tax unless the proposal is approved by at least a two-thirds vote of the Supervisors. Passed with 78 percent

SCHOOL BOND MEASURES

Anaheim Union High School

District:

Needed 55 percent and failed with 52 percent in favor

Brea Olinda Unified School District:

Failed with 46 percent support

Capistrano Unified School District

Two measures; both failed

Fullerton Elementary School

District

Failed with 48 percent support

Fullerton Joint Union High School

Failed with 48 percent support

Rancho Santiago Community

College District

Needed 55 percent and failed with 52 percent in favor

Saddleback Valley Unified School

District

Failed with 37 percent support

Tustin Unified School District

Needed 55 percent and failed with 53.64 percent support

Lowell Joint School District

measure to transfer the district from LA County to Orange County

Passed

NEXT ELECTION DATES

**APRIL 14
GENERAL ELECTION:
LANCASTER**

**LA/OC BUILDING
TRADES
ENDORSEMENTS
MAYOR:
REX PARRIS
CITY COUNCIL:
KEN MANN
DARRELL DORRIS**

**MAY 12
RUNOFF,
US HOUSE
DISTRICT 25:
CHRISTY SMITH**

**NOV. 3
GENERAL ELECTION:
NATIONAL, STATE,
COUNTY AND CITIES**

**ARE YOU REGISTERED
TO VOTE?**

GO TO:
<https://www.sos.ca.gov/elections/voter-registration/>



Josh Newman



A union company that knows
what it takes to serve union members.

We keep you smiling®

DELTA DENTAL®

Delta Dental of California • deltadentalins.com

Copyright © 2015 Delta Dental. All rights reserved.
#96365 (6/15)



JERRY NEIL PAUL

An Advocate for the Building Trades
Asbestos-Related Mesothelioma, Lung Cancer and Asbestosis

The Paul Law Firm has been representing the California Building Trades for the past 35 years. We have always been a California-based law firm, specializing in asbestos-related diseases such as mesothelioma, lung cancer and asbestosis, and representing the individual members. We are proud to say that we have had many landmark settlements and verdicts for our union brothers and their families totaling over \$3 Billion. One of the highlights of my career was when I, along with our mesothelioma client, Billy Joe Speicher from U.A. Local 250 Steamfitters/Pipefitters, went before the U.S. Senate and testified in front of the Chairman of the Judiciary Committee, U.S. Senator Arlen Specter, regarding asbestos legislation.

Jerry is also a Founder of the Mesothelioma Research Foundation of America (www.mesorfa.org), along with his wife, Elizabeth Ann Paul, Executive Director, and Jim W. Kellogg, retired International Representative of the California Pipe Trades and past Vice President of the State Building and Construction Trades Council of California, who have all served as Board Members since 2001. Since this time, we undertook the successful funding and opening of a mesothelioma research lab at USC/Norris Comprehensive Medical Center in Los Angeles under the direction of Lab Director Dr. Parkash Gill. Over the past 19 years novel new treatment options Veglin, which went through FDA-approved clinical trials phase 1 and 2, and now EPH B4, in FDA-approved clinical trials phase 1, have helped expand the depth of research and expand the types of treatment options. This offers greater hope to those afflicted with asbestos-caused cancer, with options not previously available. None of this could have been done without the support of the Building and Construction Trades Council of California and also Southern California Pipe Trades District Council 16, the Heat & Frost Insulators 16, along with the support from the Western States Conference, and all their able leaders and supporting local unions.

As asbestos disease and mesothelioma tend to surface later in life, we recommend workers take a chest X-ray screening every three years where the results are examined by a certified B reader radiologist, a doctor who is additionally trained to know what is and is not an asbestos marker and asbestosis. Plus you will increase your chance of discovery at an early stage, should you have lung cancer, which would likely respond better to treatment options.

JERRY NEIL PAUL, ATTORNEY JNP@THEPAULLAWFIRM.COM
1.855.88LEGAL | 1.855.885.3425 | THEPAULLAWFIRM.COM



THE
PAUL LAW FIRM
EXPERIENCE - INTEGRITY - RESULTS

Los Angeles area:

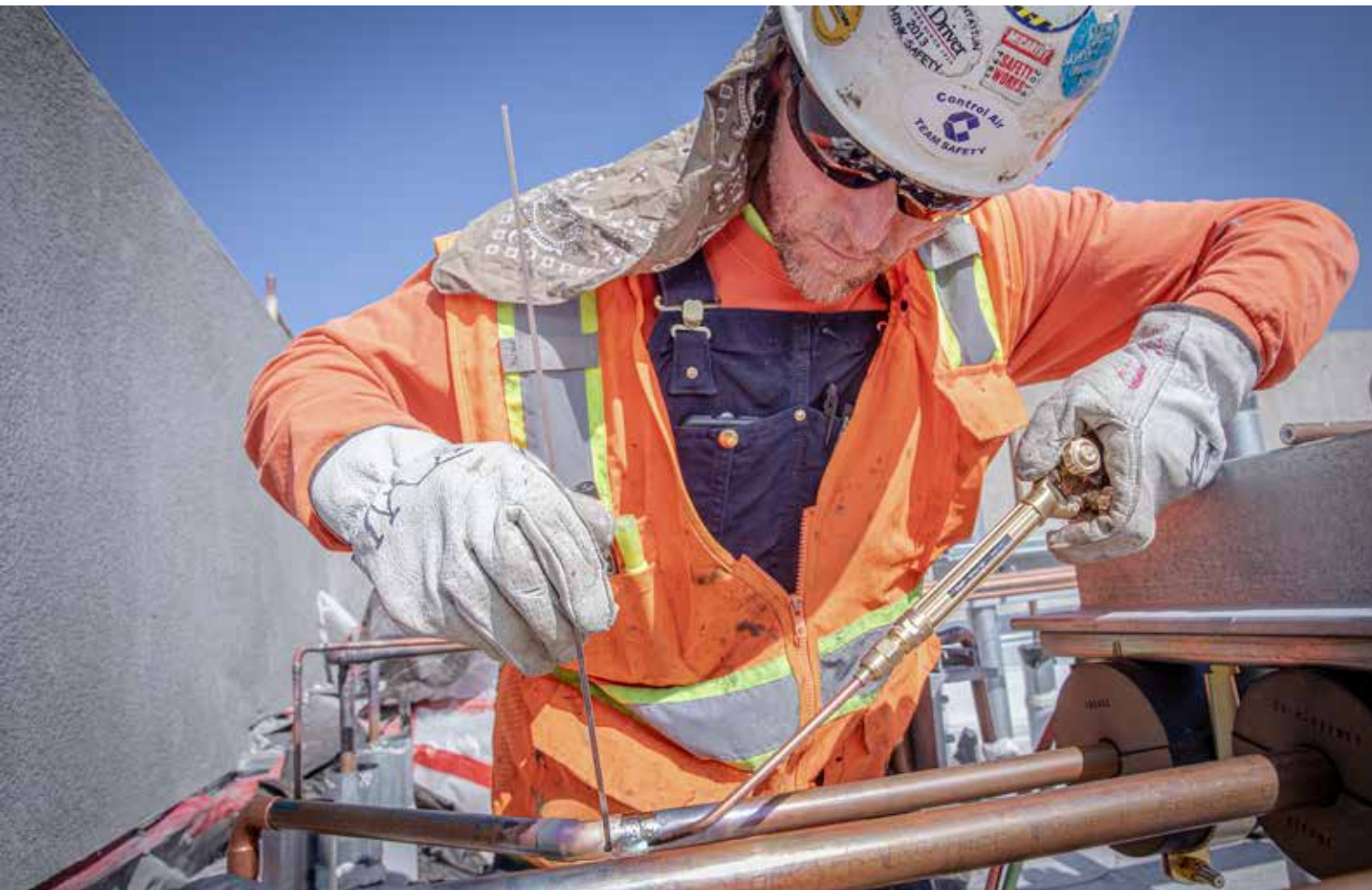
3011 Townsgate Road,
Suite 450
Westlake Village, CA
91361

San Francisco:

101 California St.,
Suite 2710
San Francisco, CA
94111

WESTIN ANAHEIM TAKES SHAPE

All-Union Luxury Hotel On Track To Open This Year



UA Local 582 journeyman Jay Webber brazes pipes.

BY JAMES DUFFY V

A four-diamond resort hotel between the Anaheim Convention Center and Disney California Adventure Park is heading for completion and is being built under a Project Labor Agreement with the Los Angeles/Orange Counties Building and Construction Trades Council.

Construction began in September 2017 on the 618-room Westin Anaheim Resort.

“Our hotel is the first newly built Westin property in Southern California in over 25 years,” noted spokesperson Lauren Ruiz. The developer is Wincome Group, which has forged a close relationship with the Building Trades, leading to ambitious projects and thousands of jobs.

The hotel is expecting to open to guests in October 2020. “We remain optimistic as we navigate through these coming weeks of uncertainty,” Ruiz said.

On a sunny day in mid-February, with work on schedule, members of several Building Trades local affiliated unions filled the site.

Journeyman rodbuster David Ligos took a break after installing rebar for a pool in the southwest part of the resort complex. Other members of Iron Workers Local 416 laid the rebar for a large foun-

SEE WESTIN PAGE 13

Take time to celebrate the women in your life



Each year, International Women's day (March 8) honors the accomplishments of women all over the world. The building trades have a lot to celebrate—over the last five years there has been an 85% increase in construction jobs for women.

So, whether you are a local union business agent, foreman, or journey person, be proud that you're helping women build a career in the trades. Let's continue to amplify the success of women.

#WhatWeStandFor

blueshieldca.com/laborandtrust

© 2020 Blue Shield of California, an independent member of the Blue Shield Association A51057 (5/18)



THIS IS SHEET METAL



LABOR MANAGEMENT COOPERATION TRUST

Luther B. Medina, Business Manager,
SMART Local 105, www.local105.org

Kevin O'Dorisio, Executive Director,
SMACNA-So Cal, www.smacna-socal.org

At this challenging time, we in the Sheet Metal industry stand with our fellow signatory contractors and union members, families and communities. We look to our heritage and we remember: We have gotten through tough times before. We will remain vigilant in protecting our members and industry, and promoting our work.

The Sheet Metal Trade includes architectural work, air balancing, and the fabrication and installation of ducts for HVAC. It's a range of specialties based on craftsmanship with metal, and dedicated to high standards.

Each signatory contractor to SMART Local 105 follows the principles of excellence. This ensures that jobs are completed efficiently, helping save money for the client. Signatory contractors also utilize the most highly trained union workforce available which promotes safety and increases productivity.

With over 200 contractors signatory to SMART Local 105, and over 2000 nationwide in the Sheet Metal and Air Conditioning Contractors National Association, the partnership of labor and contractors works to grow the Sheet Metal Industry to the highest quality.

ON THE JOB



From Bricklayers & Tile Layers Local 4, l-r: Apprentice Ricardo Gonzalez; journeyman Roberto Torres; journeyman Robert Lopez; journeyman Chris Schrader and foreman Ismael Maldonado.



Lift operator Art Fontaine, a member of Operating Engineers Local 12 since 1981.



Michael Navarro, journeyman with Laborers Local 652.



From UA Local 709 Sprinkler Fitters, foreman Rene Gutierrez, left, and superintendent Carlos Nunez.

WESTIN

CONTINUED FROM PAGE 11

tain in front of the hotel's lobby.

"My third day here, and I like it because I'm learning something new every day," Ligons said.

Ligons said he was satisfied with his career, but it took years for him to settle into his choice to become an Iron Worker.

SEE WESTIN PAGE 15

Photos by
HECTOR CRUZ SANDOVAL



Build a health plan that works for your union members and their families.

The work you do takes commitment. UnitedHealthcare offers that same kind of commitment to you. We'll work with you to choose the right combination of health benefits—from medical plans to disability insurance—to help contain costs and support members' needs.

- A variety of plan options.
- Prices designed to be affordable.
- Specialty benefits: vision, dental, life and disability.
- Health and wellness programs and tools.

UnitedHealthcare is committed to you by providing the information needed to help benefits administrators, participants and their families to make informed health care decisions.

For more information, contact **Jill Alcantar** at **360-606-6752** or **Jill.Alcantar@uhc.com**; or visit **uhc.com/employer/public-sector/labor-and-trust**.



Health plan coverage provided by or through UnitedHealthcare Insurance Company, UHC of California and UnitedHealthcare Benefits Plan of California. Administrative services provided by United Healthcare Services, Inc., OptumRx or OptumHealth Care Solutions, Inc. Behavioral health products are provided by U.S. Behavioral Health Plan, California (USBHPC).
EI20104753.0 3/20 ©2020 United HealthCare Services, Inc. 20-104705 UHCCA769824-003



THE BEST MORTGAGE EXPERIENCE A JOURNEYMAN WILL EVER ENCOUNTER, PERIOD.

- EQUIPPED WITH INDUSTRY-LEADING COMMON SENSE UNDERWRITING
- EXPERTS IN FIRST RESPONDER PAY

SPECIALIZING IN **FIRST-TIME HOMEBUYER / DEBT CONSOLIDATION / FHA LOANS**
YOUR NEXT MOVE **VA LOANS / JUMBO HOME LOANS / NEW PURCHASE / REFINANCES**

855.434.3618
UNIONCHOICE.COM

GET APPROVED TO HAVE
YOUR RATE LOCKED QUICKLY
CALL OR VISIT OUR WEBSITE



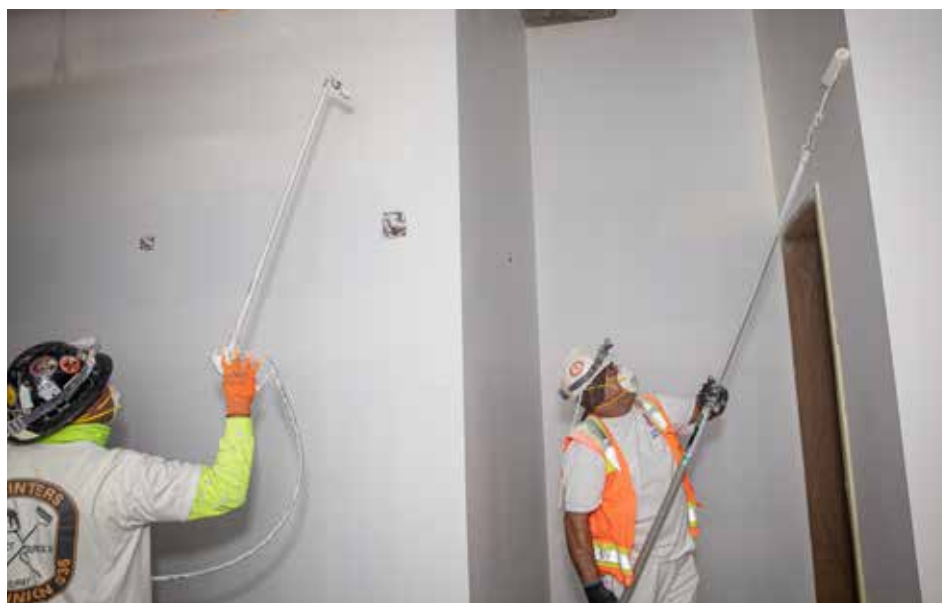
NMLS # 308153 NMLS # 167867 | Union Choice | 26800 Aliso Viejo Pkwy, Suite 200 Aliso Viejo, CA 92656 | Licensed by the Department of Business Oversight under the California Residential Mortgage Lending Act, Licensee Number 41DB0-46011
California Residential Mortgage Lending Act DBO 603 F427 | *Per Consumer Financial Protection Bureau guidelines. Borrower must pay appraisal costs directly associated to each loan. Excludes Purchase Money



From IUPAT DC 36, Painters Local 1036, l-r: Apprentice Juan Angel; journeyman Elder Mondrow; apprentice Jennifer Zecua; journeyman Jesus Ola; apprentice Faustino Zamodio; apprentice Bessy Carrillo and journeyman Luis Flores.



Foreman Ismael Maldonado of Bricklayers & Tile Layers Local 4.



Applying paint by spraying and rolling.



The hotel rises eight stories to a rooftop gathering space on the ninth level.



Sonny Rodriguez, 21, a pre-apprentice with UA Local 582.

WESTIN

CONTINUED FROM PAGE 13

"I started from the bottom, but I'm getting older; you learn to work with others better," said Ligons, 33. "When I was 18 or 20 years old, I would have quit. You've got to be patient, and wait your turn."

Ligons took his lunch on a spot that will become a poolside bar. The bar is one of many gathering spots at the resort, which will attract both business travelers and families visiting Disneyland.

Eight stories above, Sheet Metal Workers from Local 105 constructed Anaheim's only rooftop bar with a Disneyland view.

Journeymen Carlos Mata and Cesar Gamez with Control Air installed 8-inch flexible exhaust duct into two rooms.

"This is a nice view of the city from here," Mata said.

Steps away on the roof, UA Local 582 journeyman pipefitter Jay Webber said he has a short commute. He drove from Lake Forest that morning.

"I like these local projects," Webber said.

Webber called himself a "popsicle fitter" because he installed refrigeration piping.

He was working with SIL-FOS brazing alloy under an unusually warm February sun.

"I like doing things that are challenging," Webber said. "It's easy to look back at the end of the day and see what I've done."

Just beneath Webber, standing on a 70-foot-high scaffold, Frank Vasquez plastered over foam accents to give

SEE WESTIN PAGE 16

BUILDING TRADES NEWS 15



Bessy Carrillo, 19, came from Charlotte, North Carolina with her friend Jennifer Zecua to join Painters Local 1036. "It's only going to pay off if you're in the union," Carrillo says. "I think I made a good decision. I like this job site because it's indoors and I get plenty of exercise. Everyone's really professional. I don't get any catcalls."

ON THE JOB



Iron Workers Local 416 journeyman David Ligons worked on the resort's pool (center photo).



UA Local 78 Plumbers apprentice Sean Morales.



Foreman John Guzman of IBEW Local 441.



Journeyman Carlos Mata of SMART Local 105.



Journeyman Dung Ngo of Bricklayers & Tile Layers Local 4.



Journeyman Randy Ostrea of Bricklayers & Tile Layers Local 4.



In the future, the pool will include a bar on its deck.

WESTIN

CONTINUED FROM PAGE 15

the building a French Baroque facade. Vasquez has been a journeyman in Plasterers Local 200 for 20 years.

"I love my office," Vasquez said. He pointed at his view of Disneyland.

At the corner of the scaffolding, his brother Plasterer Julian Forman was admiring the work.

"It's a beautiful thing," Forman said. "It's an artwork with a lot of details."

Sometimes, it feels like a painting."

The Westin will be the first AAA four-diamond property in Anaheim outside of Disneyland. Several years ago, when the Building Trades joined forces with Wincome to urge the City Council to approve the project, they said it would be an economic engine and boost careers for working people throughout Orange County.

Now, it is providing a livelihood for members like Sean Morales, 33. The UA Local 78 apprentice spent 13 years in prison and joined Local 78 when he got out two years ago. "I love it," he said. "This is an opportunity."



On the job from IBEW Local 441 for Rosendin Electric.

ON THE JOB



Frank Vasquez, Plasterers Local 200 journeyman.



Cesar Gamez, SMART Local 105 journeyman.



From IBEW Local 441, superintendent Paul Gabaldon, left, and foreman Joe Germanero.



Jeff Lorenz, IBEW Local 441 journeyman.



IBEW Local 441 members working for Rosendin.



WESTIN

CONTINUED FROM PAGE 17

The low-voltage crew from IBEW Local 441.



Jesse Rodriguez of IBEW Local 441 performs an installation.



Dave Holland, construction executive with general contractor KCS West.



The hotel's style uses historic-looking details.



Journeyman Luis Flores of IUPAT DC 36, Painters Local 1036.



The Hearing Benefit Your Members Will Love

TruHearing® proudly supports union members and their families by providing turnkey hearing care solutions with:

- Fixed, market-leading hearing aid prices
- Flexible ASO and Discount programs
- A fully-managed network of 6,400 provider locations

TruHearing®

Learn how TruHearing can help you add a high-quality hearing benefit at a very low cost.

Call Dru Coleman: (949) 514-5568

All content ©2020 TruHearing, Inc. All Rights Reserved. TruHearing® is a registered trademark of TruHearing, Inc.

TruHearing.com

UNITEDHEALTHCARE: HOW TO MAKE THE MOST OF YOUR HEALTH BENEFITS

While some union members in the construction industry obtain coverage from their employers, others earn union benefits through trusts that their employers participate in or fund. However your plan is funded, choosing the right coverage and then using your benefits to help you and your family live healthier lives takes some planning and education.

QUESTION: Your health coverage plan matters. So, what should I do to insure that I'm maximizing the benefits we've enrolled in, for myself and my family?

UNITEDHEALTHCARE: It is never too late in the year to review what your health plan offers and make plans on how best to use those benefits to address health care concerns and improve the health of you and your family. For example, many health plans cover preventive care. Routine checkups and screenings can identify potential health concerns, enabling you and your physician to work together to address urgent or chronic health issues, or to make lifestyle changes to live a healthier life. In addition, your plan may offer discounts for gym memberships or workout equipment and provide incentives for certain activities, including filling out individual health assessments, or reaching certain wellness goals such as losing weight, achieving a set number of steps or recording gym visits.

Q: What should I consider when I need care beyond prevention and my check-ups?

UHC: Some plans require participants to choose a primary care doctor to manage their health care. In other plans, participants can see any doctor in the network. Either way, it's key to make sure your doctors are in the network, which can save you money on out-of-pocket costs. In non-emergency situations, it's essential for individuals to review their care options closely and ask questions.

If possible, do not put off care. Nagging health issues can soon become more serious and sometimes urgent. If you are having trouble finding time to see a doctor or scheduling an office visit, consider a virtual doctor visit. UnitedHealthcare offers telemedicine services through many of its benefits plans, and co-pays are the same or

lower than an office visit. Many of these services are available 24/7.

And when you do need more complex care, do your homework. Insure your providers are in network. Use treatment cost estimator tools to understand what may be involved in various procedures, like a knee replacement, and how much the total course of care may cost. Be sure to double-check the cost with your provider before getting treatments, as prices can vary significantly for the same procedure within the same city.

Q: In the construction industry, access to emergency care is vital. Does all medical insurance cover emergency care?

UHC: It's important to understand your benefits ahead of time, so you can take control of your care when you need to use them. Some injuries, such as sprains or broken fingers, can be treated faster and in a more cost-effective way at an urgent care center. In case of a true emergency, such as heavy bleeding, major broken bones or a severe head injury, seek care immediately at the nearest emergency room.

Q: One of the leading health issues regardless of industry or age is back pain. What should individuals consider when treating back pain? What can we do to address this costly health issue?

UHC: According to a study by the Health Action Council, conducted in collaboration with UnitedHealthcare, back disorders are common among all generational groups (Baby Boomers, Generation Xers, Millennials and Generation Zers) and across all industries, but they are most prevalent in the building and construction industries, based on occupational surveys and these analytics.

"While each generation experiences the health care system differently, companies and trusts can collaborate with insurers to address a common goal: to enhance access to care, encourage wellness and slow the progression of certain health conditions, like back pain," says Craig Kurtzweil, vice president of UnitedHealthcare Center for Advanced Analytics.

If you suffer from back pain and want to learn more about UnitedHealthcare benefits and health care options, visit www.uhc.com.

BUILDING TRADES NEWS 19

Tips to Help Prevent & Treat Back Pain

Ways to help protect your back:



Stretch

Extend your muscles and spine every day, and avoid long hours of sitting.



Exercise

Keep active and incorporate yoga, which has been shown to ease moderate to severe back pain.¹



Lift carefully

Bend your knees before lifting heavy objects and keep your back straight.²

Ways to help treat back pain:



Use ice, then heat

Use ice first to help reduce swelling. After a few days, try heat to help alleviate stiffness.³



Seek treatment

Visit a chiropractor, physical therapist or licensed acupuncturist for recommended noninvasive treatments, such as spinal manipulation, exercise and acupuncture.^{3,4}



Take medication

Take over-the-counter pain relievers to help ease discomfort and inflammation, but avoid the use of opioids.³

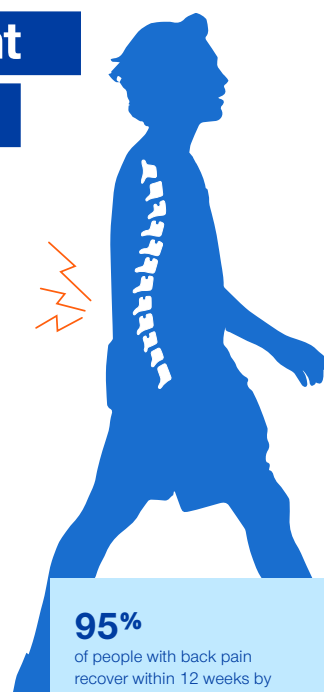


Limit invasive options

Unless it is a medical emergency, spinal imaging and surgery should typically be used as a last resort.⁴



Certain "red-flag" symptoms, such as fever or loss of bladder and bowel control, may require immediate testing and intervention.⁵



95%

of people with back pain recover within 12 weeks by using conservative care options such as physical therapy.⁶

20-40%

of spinal surgeries are unsuccessful, resulting in "failed back surgery syndrome."⁷

Some risks of spinal surgery may include:⁸

- Infections
- Blood clots
- Lung problems
- Chronic pain
- Spinal cord damage
- Paralysis

* National Institutes of Health (2017), <https://www.nih.gov/news-events/nih-research-matters/yoga-eases-moderate-severe-chronic-low-back-pain>
 † Albert Einstein College of Medicine (2012), <https://www.einstein.yu.edu/administration/environmental-health-safety/accident-injury-reduction/campaign/top-injuries.aspx>
 ‡ Harvard Medical School (2014), <https://www.health.harvard.edu/pain/when-to-back-surgery-the-right-choice>
 § American College of Physician Guidelines. Noninvasive Treatments for Acute, Subacute, and Chronic Low Back Pain: A Clinical Practice Guideline from the American College of Physicians (2017), <http://annals.org/aim/fullarticle/2602228/noninvasive-treatments-for-acute-subacute-chronic-low-back-pain-clinical-practice>
 ¶ Harvard Medical School (2014), <https://www.health.harvard.edu/pain/when-to-back-surgery-the-right-choice>
 ** Cleveland Clinic. Chronic Back Pain (2019), <https://my.clevelandclinic.org/health/diseases/16869-chronic-back-pain>
 *** American Society of Anesthesiologists (2018), <https://www.asahq.org/when-second-count/preparing-for-surgery/procedures/back-surgery/>
 **** University of Maryland Medical Center (2003), <https://www.umms.org/ummc/health-services/orthopedics/services/spine/patient-guides/complications-spine-surgery>

Facebook.com/UnitedHealthcare | Twitter.com/UHC
 ©2020 UnitedHealthcare Services, Inc.

UnitedHealthcare

WHAT ARE OTHER THINGS I CAN DO TO SAVE ON MY HEALTH CARE COSTS?

- **STAY IN NETWORK:** Choosing doctors in your network will almost always mean you'll pay less.
- **DON'T FORGET YOUR OTHER CARE BENEFITS:** Vision, dental and hearing care are as essential as your other benefits to maintain good health.
- **SAVE ON MEDICATIONS:** Make sure your medication are covered by your plan and ask your doctor about generics to see if there's a more affordable alternative. Also, getting prescriptions through the mail is often a good cost-saving option.

UNIONS CONTRIBUTE TO FIGHT DEADLY CANCER

2019 Marks Fundraising Record Against Mesothelioma

2019 marked the 18th anniversary of the Mesothelioma Research Foundation of America, and witnessed a record \$330,000 raised through events and private donations.

One hundred percent of administrative costs are underwritten by the Paul Law Firm. Throughout the years, our partners at the Southern California Pipe Trades District Council 16, Heat & Frost Insulators Local 16 and its Western Conference, the California State Pipe Trades Council, and all of the supporting Building Trades unions and retirees' groups went above and beyond to support our cause.

"We are where we are at today because of many outstanding people," said Foundation Executive Director Elizabeth Ann Paul. "They include retired UA Interna-



Presenting a check from Pipe Trades District Council 16, with DC 16 Business Manager Rodney Cobos, third from right.



L-r, Dr. Parkash Gill, Jerry Neil Paul, Elizabeth Ann Paul and Shane Rucker.

tional Pipe Trades Representative Jim Kellogg; Executive Director of the California State Pipe Trades Mike Layton; Business Manager of Heat & Frost Insulators Local 16, Mel Breshears; International President of the Heat & Frost Insulators Doug Gamble; Southern California Pipe Trades District Council 16 Business Manager, Rodney Cobos and Director of Organizing, John Ferruccio, and countless others who have given their time, money and support."

In addition to a record year in fundraising, the Foundation was blessed with

an announcement by the Foundation's Chairman of the Medical Advisory Committee, Dr. Parkash Gill, on the progress of EPHb-4 and the antibody PD-1.

The research and results were so promising that Dr. Gill formally announced the treatment's submission to the Food and Drug Administration for "Breakthrough Designation." This type of designation speeds the FDA Clinical Trials process and moves the treatment into additional treatment facilities, expanding the patient base on its road to becoming a viable first-line treatment option for mesothelioma and other cancers.

"This is truly amazing news and is a testament to Dr. Gill and the doctors working with him at the USC Norris Comprehensive Cancer Center, of their dedication and tenacity toward finding a cure for mesothelioma," Elizabeth Ann Paul said.



THE POWER OF UNIONS: AAVA DENTAL

Dr. Abraham Ghorbanian and his partners have been a unionized dental group and have served unions for 20 years.

After he graduated in 1998 from the University of Texas in San Antonio, Dr. G moved to Washington State and worked for King County Community Health Centers for two years to fulfill the commitment he had made to his father, Esmaeil. As a child, Esmaeil was forced into child labor and used on construction sites. His father endured, making his way out of slavery and eventually owning his own construction company. He always made sure that Dr. G knew the meaning of a hard day's work and put Dr. G to work as a construction worker, when he had any time off from school. That educated him on working hard, being grateful for what you have and always helping those around you.

Dr. G has implemented all that he has learned from his father throughout his life and realized that his values and passion line up with the labor movement. In 2000 he met Michael Williams, the President of UFCW Local 81. Mr. Williams visited Dr. G's office in Renton, WA, after a local butcher had gone to

SEE AAVA DENTAL PAGE 30

Aava DENTAL .com

All Your Dental Needs Under One Roof! (Family, Specialty & Cosmetic Dental Care)

Accepting
Most **Dental**
Insurances!

Unionized
Dental Offices!

Serving Unions for 20 Years

Special Gift for All Union Members!

FREE TEETH WHITENING PACKAGE

Call the location nearest you. You do not need to be our patient & no obligation.

Start Using Your 2020 Benefits NOW!

1-855-AAVA-DENTAL (855-228-2336)

Dental Provider List: For a Complete List of the Locations, Visit Our Website www.AavaDental.com

<p>Los Angeles County</p> <p>Lakewood 562.731.9610</p> <p>North Hollywood 818.792.4500</p> <p>Tarzana 818.340.3111</p> <p>Valencia/Santa Clarita 661.593.7986</p> <p>Orange County</p> <p>Foothill Ranch 949.305.5946</p> <p>Fullerton 714.986.9902</p> <p>Santa Ana 714.481.0055</p>	<p>Inland Empire</p> <p>Chino 909.206.4493</p> <p>Hemet 951.425.6381</p> <p>Lake Elsinore 951.226.7606</p> <p>Riverside 951.977.8593</p> <p>Upland 909.254.4066</p> <p>San Diego County</p> <p>San Diego 858.261.2735</p>	<p>Fresno County</p> <p>Clovis 559.330.9237</p> <p>North Fresno 559.330.7160</p> <p>South Fresno 559.330.7505</p> <p>Kern County</p> <p>Bakersfield 661.546.3703</p> <p>Ventura County</p> <p>Oxnard 805.953.4069</p>
---	---	--

ACTIVATE BRINGS HEALTH SERVICE TO UNIONS



One of Activate's Indiana clinics for unions.

Activate Healthcare is a primary care clinic provider that provides both onsite and near-site services. Activate has been serving the Building Trades since January 2014.

In 2014, the Indiana Teamsters Health Benefit Fund initiated its on-site and near-site clinic because many members were not seeking regular primary or preventive care before minor health issues developed into larger or more expensive problems. Local leadership also realized many of its members who are not native English speakers had trouble finding providers who could communicate with them, prompting them to seek primary care at emergency rooms, where transla-

tion services are more readily available.

In the five years since the clinic opened, the union has saved approximately \$21.7 million and has realized ROI of 204.7 percent, including savings on co-pays and office visits for members and their families, and the costs of developing and staffing the clinic. With a dedicated medical team that was hired specifically to serve the membership, member utilization surged to 65 percent of the members and 50 percent of the dependent spouses and remains very consistent.

The Activate model is patient-centered and committed to serving the populations of our client partners. Our founder, Deb Geihlsler, has been serving union populations for years beginning with the



Activate fully staffs its clinics.

Chicago Police Association, who were looking for an avenue to improve the quality of life of their membership.

What makes Activate unique is our commitment to serving our populations and being a good partner to our clients. We drive utilization through a turnkey marketing and communication approach to create interest and awareness, so the membership are ready when the doors open.

Return on Investment

Activate will provide an analysis overview of where the proposed membership lives and how many of the members would have reasonable drive-time access to a potential clinic location. Activate would also provide an estimated buildout

cost analysis as well as a return on investment analysis. This helps decision makers with key features such as taking the time and effort to determine the right location, right hours and right provider, selecting and implementing to insure membership participation and satisfaction. Further, all costs are transparent and clear, and Activate conducts monthly operations meetings with the client and medical team to review and measure services utilization, as well as

conducting annual ROI reviews.

Chris Perkins is the Taft-Hartley National Sales Leader for Activate. Chris works with all union-related clients throughout the country and has a unique understanding of the challenges and opportunities of helping organizations engage their populations toward a better quality of life.



Activate offers a professional setting geared to union members and families.

Chris says, "My main goal is helping our members access the highest quality healthcare and to remove all barriers precluding care. By assisting the individual in taking ownership of their own health, we in turn create avenues for our client partners to drive down health care costs in the most meaningful way possible. That is through the improved risk profile of their managed population."

INJURED AT WORK?

Our Workers' Compensation Lawyers will help you

AT SA LAW GROUP,

WE PROVIDE PERSONAL ATTENTION TO OUR CLIENTS.

<p>We are aggressive, efficient, strategic.</p> <p>Don't wait to get help if you have been injured!</p> <p>Call our office to schedule a free, no obligation consultation today!</p> <p>Our clients are our top priority.</p> <p>(818) 696-1415</p>	<p>We can help you with:</p> <ul style="list-style-type: none"> Medical Treatment Benefits while off work Benefits for permanent disability Return to work supplement/ Voucher if one can't return to gainful employment Benefits paid FOR LIFE or in a LUMP-SUM SETTLEMENT 	<p>Your benefits may cover:</p> <ul style="list-style-type: none"> All work-related injuries and illnesses from a specific incident or repetitive work Medical expenses reasonable to treat the injured worker A specific loss, such as limb or ability to use it Disfigurement or scar Death benefits
--	---	--

SOOKASIAN AMIRKHANIAN LAW GROUP, APC.
ATTORNEYS FOR THE INJURED/WORKER

ACTIVATE[™]
HEALTHCARE

TRANSFORMING HEALTHCARE

with tailored primary care solutions to activate organizations and patients

WHAT WE DO:

Activate Healthcare helps patients take a proactive approach to their health and helps organizations take charge of their healthcare costs with on-site or near-site primary care clinics for members and their families.

We create a primary care team that suits your organization's unique needs. This team provides proactive integrated care with exceptional patient access.

Your team is led by a primary care physician complemented, as appropriate, by advanced practice providers and support staff, all empowered with the time and tools needed to practice medicine in a more personal way. Teams are designed to serve all sizes of organizations with convenient clinic hours.

OUR SERVICES INCLUDE:

- + Preventive Care
- + Primary Care
- + Chronic Condition Management

OUR RESULTS:

Activate Healthcare is proud to have been honored with the 2019 Best in KLAS award for Worksite Health Services, a milestone in our journey toward industry leadership. In addition, we can provide our partners with:

- + **10-20%** cost reduction, compared to trend
- + Return of **\$1.50 - \$1.60** for every dollar invested
- + **70% member participation** & 50%+ spouse participation, on average
- + Over **90% provider retention**

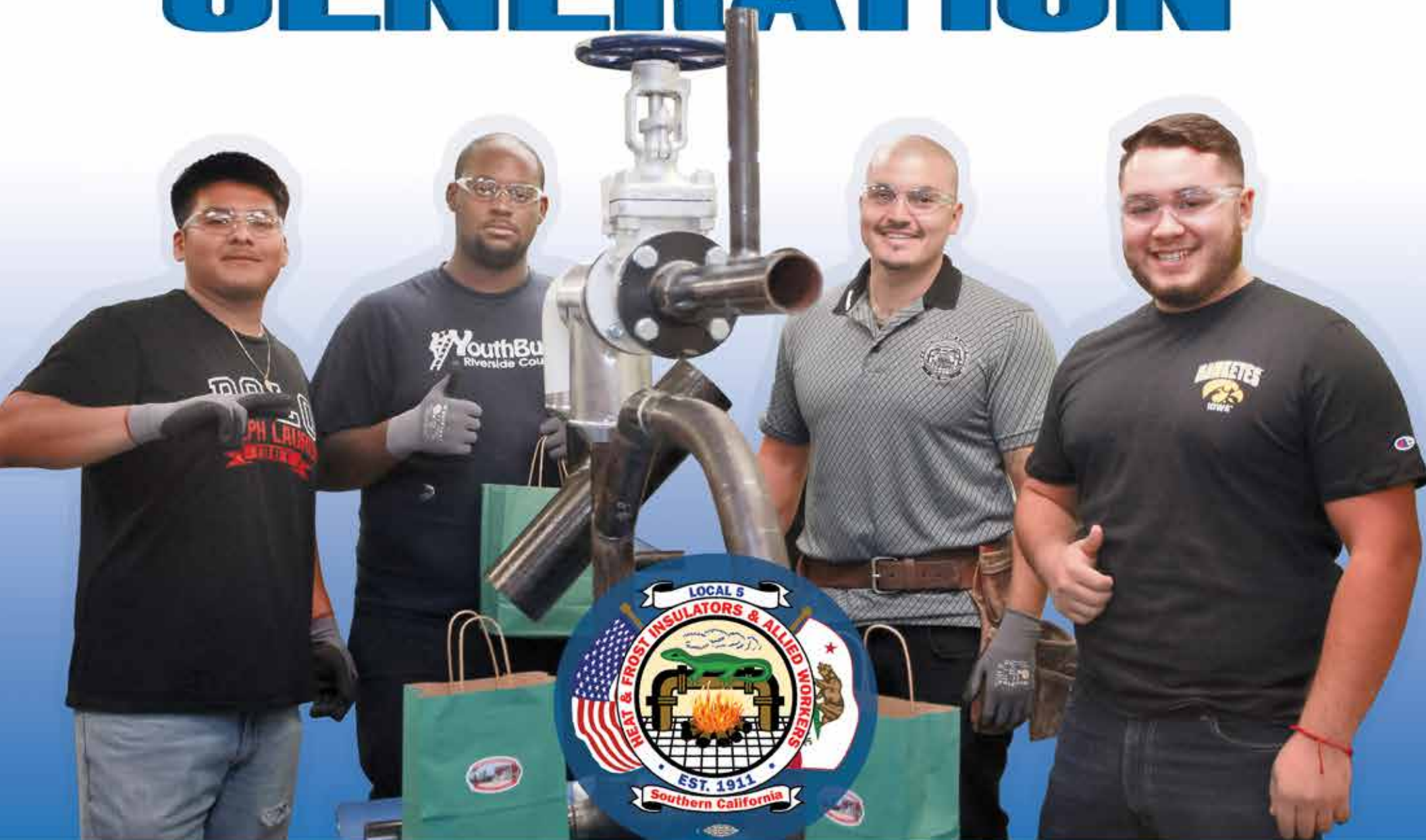
ON YOUR SIDE

Activate Healthcare is the leader in the Taft-Hartley world. We currently partner with 26 unions representing 86,000 eligible lives that access 42 Activate Health & Wellness Centers. This includes IBEW, Teamsters and UA members.

For more information, contact Chris Perkins at 317.459.2906.

Heat & Frost Insulators Local 5

THE NEXT GENERATION



Heat & Frost Insulators Local 5 held an open house at our apprenticeship training center for dozens of students in apprenticeship-readiness programs. Working hands-on with our instructors, they were able to learn about what Heat & Frost Insulators do. "We look forward to training the next generation," said Mike Patterson, Business Manager of Local 5.



Michael Patterson
Business Manager

Vidal Arce
Business Representative

Eddy Pena
Business Representative
Compliance Officer

Fredi Flores
Organizer

3833 Ebony Street
Ontario, CA 91761
(909) 390-3401

WHAT WE STAND FOR SETS US APART

Blue Shield of California commits \$20 million to support Gov. Newsom's initiative to tackle homelessness and behavioral health services

BY TERA CLIZBE

VICE PRESIDENT, LABOR AND TRUST—
NATIONAL ACCOUNTS
BLUE SHIELD OF CALIFORNIA

Have you seen or heard Blue Shield of California's advertisement? Blue, Not Blue. If you haven't, the ad conveys what Blue Shield's mission and values are: Blue. And, those values and choices that are not representative of Blue Shield: Not Blue.

Blue Shield of California is a mission-driven company that promotes access to high-quality health care for all Californians regardless of race, ethnicity or sexuality that is worthy of our family and friends and sustainably affordable. We support the need for emotional resiliency and rebuilding communities devastated by tragedy.

We are a nonprofit health plan, meaning we are guided by our mission and do not answer to Wall Street. Blue Shield of California is locally based with a national membership, leading the way in the delivery of affordable coverage and access to quality care. We put our members at the center of everything we do. Blue Shield of California is a company that gives back to the community and is looking to transform the health care system.

This ad resonates with me, not only because I was born and raised in California but because I was born and raised in a labor family. My grandfather was a 50-year Operating Engineer, my mom was a teacher, and my dad worked as a warehouseman, became president of ILWU Local 17 and then joined the United Food and Commercial Workers (UFCW), where he spent the majority of his career in labor as an International Vice President for the UFCW and legislative coordinator of UFCW.

My grandparents and parents instilled in me the values of what the labor movement, the union construction industry, and the Los Angeles/Orange Counties Building and Construction Trades Council stand for: Building a better life for hard-working men and women and giving back to the community.

I'm proud to be a part of an organization that stands for members. As an example, Blue Shield of California in January announced a \$20 million contribution to the California Access to Housing and Services Fund that Gov. Gavin Newsom proposed in his 2020-2021 budget. The governor announced the fund to help solve the state's homelessness crisis together with reforms to Medi-Cal to better integrate physical and behavioral health.

Health and Wellness Goals

Blue Shield was one of the first companies to respond to the governor's call for donations from philanthropy and the private sector to support initiatives such as affordable housing units, rent subsi-



In January, California Governor Gavin Newsom, left, meets with Paul Markovich, President and CEO of Blue Shield of California, and Gary Cohen, Vice President, Government Affairs, Blue Shield of California.

dies and supportive services for Californians in need.

"Addressing homelessness is a key step in ensuring health and wellness for individuals and families," said Paul Markovich, President and CEO, Blue Shield of California. "Our commitment to healthy families and healthy communities is at the core of our mission to transform our health care system into one that is worthy of our family and friends and sustainably affordable. We look forward to working with the governor to improve the quality of life for Californians and encourage others in the private sector to step up."

We're All Responsible

"No one sector can solve the homelessness crisis alone. It's our collective responsibility to meet this moment with bold action and intentional leadership—and that's exactly what Blue Shield's leadership is doing," Gov. Newsom said. "Just days after I announced the creation of the California Access to Housing and Services Fund, Blue Shield responded immediately by investing \$20 million to help individuals experiencing homelessness across California gain access to housing and health services. I hope that Blue Shield's generosity and compassion will serve as a model for others to follow."

Blue Shield has contributed more than \$120 million in funding to its nonprofit foundation during the past three years. Our foundation has made donations to many causes, such as \$2.2 million to support U.S. Census Bureau outreach in 2020 to help at-risk communities get appropriate funding for social and health services. In February, Blue Shield made a \$40 million contribution to the Blue Shield of California Foundation to support its efforts to help end domestic violence and to make California the health-

eral legislation to make health care sustainable and affordable.

A Dedicated Team

Thank you to Ron Miller, Executive Secretary, Los Angeles/Orange Counties Building and Construction Trades Council, and the Council's 48 local unions and district councils in 14 Trades, for your contributions to our landscape and advocating for all workers. As a labor leader once told me, "If you don't stand for something, then you fall for everything."

What we stand for sets us apart! For more information about Blue Shield's dedicated labor and trust team and Blue Shield's health, dental, vision and oth-

iest state.

These are just some of the latest examples of Blue Shield's efforts to support communities. We are also working hard and advocating on state and fed-

er member services, network and capabilities, please contact me at tera.clizbe@blueshieldca.com, or visit us at blueshieldca.com/laborandtrust.

Your dental health is our priority

We offer full service dental care for your whole family:

- Exams & cleanings
- Cosmetic / teeth whitening
- Implants & other complex specialty care
- Hablamos Español

BLUE
HILLS
DENTAL

is now
part of

Western Dental
& Orthodontics

Proud dental care providers to Union members and families for over 20 years!

Special Union member benefits with little or no copays for insured Union members and dependents. Enjoy savings on dental care for uninsured members and their dependents as well.

5 Convenient Los Angeles Locations!

Cudahy
7903 Atlantic, Ste. G.

Palmdale
2140 E. Palmdale Blvd.

Long Beach
2306 E. 7th St.

Panorama City
7942 Van Nuys Blvd.

West Covina
1208 W. Francisquito Ave., Ste. E.

BlueHillsDental.com

Call 877-705-0790



STRENGTH IN NUMBERS

UA LOCAL UNION 250



Wherever you look, you will find a UA Local 250 member on the job. From refineries to power plants, from supermarkets to the construction of high-rise towers, Local 250 dispatches its skilled and trained members to hundreds of sites every day.

“We say that we go wherever the pipe takes us,” says Glenn Santa Cruz, Business Manager of UA Local 250. “We combine our expertise with the

challenge of new sites, new employers, and standards that are constantly upgraded. No matter what the job demands, our Local 250 apprentices, journeymen, foremen and superintendents are ready for it.”

“Our strength is in our training and the pride we take,” Santa Cruz says. “The workplaces may change, but we will always bring that professional attitude and be ready for anything on the job.”

OFFICERS

GLENN J. SANTA CRUZ,
Business Manager/
Fin. Secretary Treasurer

BEN CLAYTON,
Assistant Business Manager

PETE WOHLGEZOGEN,
President

JASON GUERRERO,
Vice President

ASHLEY KOLLAR,
Recording Secretary

BUSINESS AGENTS

RAY CAMACHO
HECTOR CARBAJAL
OSCAR DELCIDSEGUNA
DAVID GRIGGS
HERB KLEEMAN
TOM MORTON
BRANDON MORTORFF
GUS TORRES

EXECUTIVE BOARD

MARK BURNSIDE
RICK FIORE
VICTOR PRECIADO
HECTOR TOSTADO

INSIDE GUARD

AL DIAZ

FINANCE BOARD

BILLY EICHELBERGER
HUGO GARCIA
BILLY JOE ROMERO

EXAMINING BOARD

MISSY LEAL
JOE MARSHALL
JESSICA MARTIN
AUGIE RAMIREZ
ARMANDO VILLA

ORGANIZERS

CRYSTAL LEWIS
RUDY RODRIGUEZ, SR.,
PAC Chairman

18355 S. Figueroa Street Los Angeles, CA 90248-4217



BPA ENCOURAGES WORKPLACE MENTAL HEALTH

It's no secret that a productive work environment stems from happy employees. For most Americans, a large part of their daily lives is spent at work. According to the Mental Health America advocacy group, less than one third of Americans are happy with their work. Not only does this decrease productivity from employees, but it also puts employees' long-term mental health at risk. In order to improve productivity in your business, there must be an awareness and understanding of the workplace environment and how it can be adapted to promote better mental health for employees.

There are many different reasons why employees are unhappy with their work environment. Some of these include minimal wage growth, lack of opportunity to advance, lack of teamwork and unhealthy co-worker relationships, excessive labor or hours, and poor management and communication practices. These factors add a strain to employees' well-being and their day-to-day lives outside of work, too.

Fortunately, businesses can promote a healthy work environment and reduce the risk of negative mental health. First and fore-



Mental as well as physical health is important at home and at work.

most, understand the opportunities and needs of individual employees and develop better policies and emotional support. The World Health Organization recognizes that interventions in the workplace can also protect and promote mental health. That includes implementing and enforcing health and safety policies; involving employees in decision making; encouraging work-life balance; creating programs for career development and growth, and recognizing and rewarding the contribution of employees.

Speak directly about benefits programs that would best address their needs. A good place to start is by looking at demographic information on your employees. From there, ask specific questions to customize benefits. Do your employees need flexible time off to take care of children or grandchildren?

Employee responses should help to shape benefits plans that will keep them happy and healthy.

In addition to listening to the needs of employees, employers should strive to maintain appropriate work hours, improve physical environment in the office and provide opportunities for positive interactions with customers and co-workers. For office employees, physical comfort is enhanced by providing standing desks, ergonomic chairs and office spaces with plenty of sunlight. That's just one of many ways to reduce employee stress and foster good workplace mental health.

At Benefit Programs Administration, we deliver outstanding services with personnel who are passionate about a healthy work environment and putting people first. We have a proven record showing trustees can count on us. We've built long-lasting and trusted relationships with our employees, trustees and partners, and with the support of our responsive customer care team, we offload complex, time-intensive plans so our trustees can manage their time more efficiently.

A happy workplace makes for happy employees! Contact us to learn how you can partner with Benefit Programs Administration to build the trust that propels and motivates the workforce and a healthy employee mental state.

CORONAVIRUS: DO THE FIVE



**TO HELP STOP
CORONAVIRUS, HERE
ARE FIVE IMPORTANT
STEPS TO KEEP IN
MIND AT ALL TIMES.**

- 1 HANDS**
Wash them often
- 2 ELBOW**
Cough into it
- 3 FACE**
Don't touch it
- 4 FEET**
Stay more than 3 to 6 feet apart
- 5 FEEL SICK?**
Stay home



Benefit Programs Administration

Experienced Third Party Fund Administration since 1948

Technology driven solutions for the new millennium

Skilled personnel who are passionate about details and
compassionate about people

www.bpabenefits.com



The most trusted name in the business

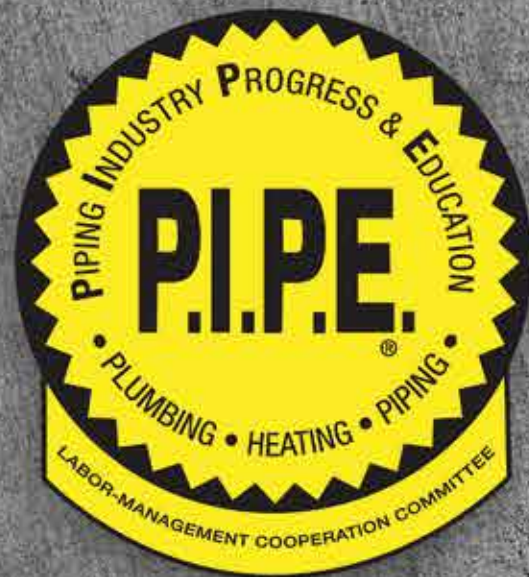


Southern California Pipe Trades

PIPECAREERS.COM

**Skillful Careers In The Unionized
Piping Industry:**

- **Plumbers**
- **Pipefitter / Welders**
- **HVACR Techs**
- **Fire Sprinkler Fitters**
- **Landscape & Irrigation Fitters**



Phone: (213) 382-5255

Fax: (213) 382-2501

Website: www.pipe.org

DELTA DENTAL: EXCEPTIONAL SERVICE AND SUPPORT

Since 1955, Delta Dental has worked with hundreds of union groups. In fact, Delta Dental's partnership with organized labor first began when the dental profession and labor joined to bring coverage to the children of the members of the International Longshoremen's & Warehousemen's Union-Pacific Maritime Association Benefit Fund. That plan was issued through Delta Dental of California's very first Delta Dental plan. Thus began our history of serving labor unions, and we have been a strong supporter ever since. We currently cover 160 union groups in California representing more than 572,000 union members.

Our strength is evidenced by our strong networks; trust funds have more than 90 percent of their members using network dentists. And Delta Dental is a union company; many of our employees are union members. That means we understand the collective bargaining process and can apply that expertise to custom-design a plan that meet the needs of labor, as well as providing world-class service to our union clients.

Delta Dental has a dedicated labor team that supports union members from start to finish. We work with consultants, third party administra-

tors, union trustees and management trustees to create dental benefit plans that drive cost savings while maintaining high standards of competitive health and welfare benefits for union members.

Delta Dental partnership extends into supporting union members where they work, and in the community. Besides staffing health fairs and open enrollment events, you'll find Delta Dental representatives at union membership meetings, association and board meetings, union fundraisers supporting local charities, saluting union leaders at awards dinners and attending conventions.

Among Delta Dental's key strengths with labor:

Network Strength

- Direct contracting with our network dentists—no leasing
- 100 percent of participating dentists are credentialed by Delta Dental; we verify licensing every year
- Strict monitoring of utilization patterns and onsite audits

High Customer Satisfaction

- 98 percent enrollee retention
- 98 percent client satisfaction
- ILWU—our first labor client in

SEE DELTA DENTAL PAGE 29

KAISER PERMANENTE INSPIRES SMART EATING



Cooking together at home is a great way to eat healthy meals.

Overwhelmed by conflicting nutrition and diet advice? The truth is, eating healthy doesn't have to be hard—and you don't have to live on salad, buy expensive vitamins or swear off snacking. Your own nutrition intuition can lead you in the right direction.

Eat in Season

In-season fruits and vegetables are at peak flavor, nutrition and supply. Seasonal eating is typically more affordable and sustainable—and makes it easy and delicious to get more fresh produce onto your plate.

DIY

Instead of ordering in, try cooking at home. By controlling fat, sugar and salt content, home cooks tend to eat healthier than people who eat out often—even

when they're not trying to.

Expand Your Horizons

Healthy eating doesn't have to be boring. Experiment with herbs and spices for high-impact, low-calorie flavor. Or try nutritious twists on foods you love—like zucchini spaghetti with meatballs, or taco lettuce wraps.

Visit kp.org/foodforhealth



**It's more than just numbers.
It's Labor's success.**

Accounting & Auditing / Agency Fee Reports / Department of Labor Reports
Tax Exempt Returns / Employee Benefit Plans / Labor Organizations
Employer Compliance Audits / Consulting

MILLERKAPLAN.COM / 818.769.2010 / 415.956.3600

A LEGAL TEAM YOU CAN COUNT ON

At PARRIS, we know what it takes to win your case, and we will give it the personalized approach it deserves. We won't settle for anything less than the best resolution for you.

TYPES OF CASES WE HANDLE

PERSONAL INJURY Dedicated to helping injured victims and their families for more than 33 years.	CLASS ACTION Unrelenting when countering the harm inflicted by careless corporations.	EMPLOYMENT Committed to ensuring employees are paid fair wages.
---	---	---

Recognized by top publications such as: U.S. News & World Report's Best Lawyer's® magazine, Super Lawyers®, and Top Attorney's® in California, PARRIS Law Firm has the clout and recognition to make a difference.

YOU DON'T PAY UNTIL WE WIN

CALL TODAY!

(877) 292-7145
www.ParrisLawyers.com
 OFFICES LOCATED IN Lancaster | Woodland Hills | Costa Mesa

HOW TO PREVENT AND TREAT THE #1 WORK-RELATED INJURY

TruHearing is a leading provider of programs for unions

When thinking about construction hazards, “hearing loss” probably isn’t the first thing that jumps to mind. But according to the National Institute for Occupational Safety and Health (NIOSH), approximately 22 million US workers are exposed to hazardous noise levels at work, and an additional 10 million are exposed to chemicals that may cause hearing loss. These factors combine to make occupational hearing loss the most common work-related injury in the United States.

Noise-induced hearing loss is particularly challenging to identify and treat because it usually develops slowly over several years. It’s not necessarily caused by a single, loud sound exposure, but by continuous or intermittent exposure and duration. The three industries reporting the highest number of workers suffering from hearing loss are mining, construction and manufacturing, in that order.

Noise hazards in construction

A construction site is a noisy place to work no matter what precautions are



“Education is the first step,” says Patty Greene, M.A., audiologist at TruHearing.

taken. Even just an eight-hour exposure to noise at 85 dBA (A-weighted decibels) can damage your hearing. And the higher the noise level, the faster the hearing loss. Using a jackhammer for one hour per day may cause hearing damage.

Unfortunately, much of the equip-

ment construction workers use regularly is above the 85-dBA exposure level:

- Jackhammer: 100 dBA
- Chop saw: 105 dBA
- Chain saw: 110 dBA
- Hammer drill: 115 dBA

NIOSH found that a 25-year-old carpenter is likely to have the hearing of 50-year old person who has not been exposed to noise.

Hearing loss is linked to costly health issues

Permanent hearing loss is devastating. It cannot be corrected with surgery or hearing aids. It’s also costly for employers. An estimated \$242 million is spent annually on worker’s compensation for hearing loss disability.

In addition to the direct human and financial costs associated with hearing loss, multiple studies have linked even mild hearing loss to larger health problems like diabetes, depression and dementia.

“Good hearing is an integral part of your overall health and wellness, and education is the first step,” says Patty Greene, M.A., audiologist at TruHearing, a leading provider of hearing care programs for unions. “Despite the growing number of workers suffering from hearing loss, far too few receive the hearing health care they need.”

that has already occurred.

1. Prevention

To limit noise levels and exposure, employers can implement administrative controls, engineering controls and provide personal protective equipment.

If a work environment meets or exceeds an eight-hour time-weighted average of 85dB, OSHA requires employers in general industry to maintain a hearing conservation program. Programs must include baseline and annual audiograms, hearing protection and employee training.

2. Treatment

Once hearing loss has occurred, treatment via hearing aids and rehabilitation services can help workers get back to living a full life. Unfortunately, data show that 70 percent of people with hearing loss don’t get treated. The cost of hearing aids tends to be a driving factor.

On average, the retail cost for a pair of hearing aids is \$4,600. That’s an expense many folks just can’t afford.

The data show workers with hearing coverage to help defray the cost are 67 percent more likely to adopt hearing aids. That’s why companies like TruHearing are partnering with unions to make it easy and affordable to provide a hearing benefit to their members.

TruHearing works with hearing aid

“70 percent
of people with
hearing loss
don’t get treated.”

Hearing loss also negatively impacts productivity on the job. Workers rely on their hearing to participate in meetings, do business over the phone and receive directions. It’s no wonder why those with untreated hearing loss are often less productive. Data also show that each employee with hearing loss is typically absent for three to five work-days annually to receive medical care.

What can be done to help?

There are several ways to help construction workers prevent hearing loss from occurring or treat hearing loss

manufacturers to drive down device costs and has over 16 years’ experience administering benefits for some of the nation’s largest payers. Via TruHearing’s programs, union members can access hearing aids at 30-60 percent off what the typical provider bills.

Taking steps to reduce worker exposure to noise and providing a hearing benefit can make an immediate impact on the lives of the workers who count on their unions.

To learn more about TruHearing’s hearing care programs, visit www.truhearing.com.



CALIFORNIA OFFSET PRINTERS
SINCE 1963

PRODUCTS AND SERVICES

- ▶ CATALOGS
- ▶ EVENTSHOW DAILIES
- ▶ DIRECT MAIL
- ▶ TABLOIDS
- ▶ BROCHURES
- ▶ MAGAZINES
- ▶ POLITICAL MAILERS LARGER TYPE
- ▶ COMBO COLOR™
- ▶ ASSOCIATION NEWSLETTERS

FEATURING IN-HOUSE

- ▶ PREMEDIA - DIGITAL MAGAZINE
- ▶ PRESS
- ▶ BINDERY
- ▶ MAILING & DISTRIBUTION
- ▶ FULFILLMENT
- ▶ MARKETING AND CUSTOM PUBLISHING SERVICES

MARKETING / SERVICES
CMS • DESIGN • EDITORIAL CONTENT SERVICES

A REGIONAL AND NATIONAL PUBLICATION
AND COMMERCIAL UNION PRINTER
LOCATED IN LOS ANGELES CA.
“OUR GOAL IS YOUR SUCCESS”

LOS ANGELES BASED
1.818.291.1111
JUST 10 MINUTES FROM HOLLYWOOD!

“COP IS THE ONLY
HEATSET WEB OFFSET UNION PRINTER
IN SOUTHERN CALIFORNIA”






CONTACT US FOR A QUOTE OR ADVICE ON ALL YOUR MEDIA AND PRINTING NEEDS!
INFO @ COPUNION.COM • COPPRINTS.COM • COPCOMM.COM
WILLIAM R. RITTWAGE: BRITTWAGE@COPCOMM.COM
MIREK PALUCH: MPALUCH@COPPRINTS.COM JOE WATSON: JWATSON@COPPRINTS.COM
620 WEST ELK AVE. GLENDALE, CALIFORNIA 91204

ANTHEM DELIVERS FOR RETIREES

Group Medicare Advantage plans help build a strong health strategy

Support for Building Trades local unions and members runs deep at Anthem. Our dedicated Labor & Trust team is focused on delivering care and proudly represents thousands of beneficiaries—many of whom are now looking forward to the joy of retirement.

Plan sponsors are looking for ways to deliver on retiree health care promises while managing escalating health care costs, attempting to reduce balance sheet liabilities, and navigating a complex health care system.

That's why Anthem is committed to helping make retiree solutions simple and easy. As the fastest-growing Group Medicare Advantage plan in the nation, and proudly covering more than 400,000 members in California, Anthem's Group Medicare Advantage plans can help deliver greater care and lower costs to plan sponsors and retirees.



After 30 years in the field, retired members deserve expert health care.

Today, many plan sponsors are exploring Anthem's Medicare Advantage retiree products. That's because Medicare Advantage plans can provide richer benefits at a lower cost to retirees than original Medicare or Medicare Supplement. Anthem's Group Medicare Advantage plans deliver:

- **Competitive Pricing:** More competitive premiums for the same benefit design as Original Medicare, often driving significant savings when comparing costs associated with covering retirees on the active workforce health plan.

- **Choice:** Choose from standard plans or customize plans to mirror current active or early benefits for medical, prescription or both.

- **Robust benefits:** Give your retirees all the benefits of Parts A and B in Original Medicare, plus the options to include vision, dental, hearing, gym programs and more.

- **Embedded programs and services:** Additional programs, like our proprietary LiveHealth Online doctor visits, help provide an even more robust health care experience.

- **Broad network access:** Network-based plans offer savings through our broad local and national network of providers and can provide worldwide emergency coverage.

Anthem's Group Medicare Advantage plans provide a simpler experience driven by the power of one. There's one plan to com-

bine Medicare Parts A and B, prescription drug, vision, dental and more; and one carrier to support your members during their active working life, and also into their post-65 retirement years.

Anthem's Group Medicare Advantage plans help you deliver on your retiree promises while lowering costs today and tomorrow. Contact Martin Lutzeier by phone at (415) 617-1736 or via email at Martin.Lutzeier@anthem.com today to discuss how a Group Medicare Advantage plan might be right for you.

ANTHEM DELIVERS AN OUTSTANDING MEDICARE ADVANTAGE MEMBER EXPERIENCE

- Access to our national network of over 600,000 Medicare doctors, specialists and hospitals
- Many plans rated 4 stars or higher by CMS
- Over 87 percent service satisfaction annual score among retirees, as tracked in a 2019 survey

DELTA DENTAL

CONTINUED FROM PAGE 27

1955—is still Group #1 with our company

Single Line Carrier

- Focused, experienced and dedicated to dental benefits
- Over 60 years' experience as the dental industry leader

Not-for-Profit Company

- Our mission: to advance dental health and access through exceptional dental benefits service, technology and professional support
- No shareholders to answer to, and no premium tax collected, providing groups additional savings
- Grants provided to clinics in under served areas; loans and scholarships awarded to dental students

Union Experience

- More than 1,000 Delta Dental employees are union members and are organized by the Teamsters and Pennsylvania Joint Board Union
- Delta Dental, in conjunction with labor, founded the first dental plan in 1955
- Union-friendly company that supports quality goods and services produced by skilled workers who are treated fairly and decently by their employers

MILLER

CONTINUED FROM PAGE 3

sion hit us hard from 2008 to 2012, for example, our agreement to build 131 new schools in the LA Unified School District kept many members on the job, and put food on their families' tables. LAUSD is eyeing another new bond measure of its own to do further renovation, and it's essential that we support it. Just one look at the news and the stock market shows how quickly the economy can change. It's important to keep public works projects in the pipeline.

I don't want to be writing an obituary for the LAUSD bond measure in a few months. So it's crucial that we figure out how to reach voters to win a "Yes."

Your Opinion Counts

This starts with our local union members. I encourage all members to support these bonds when we have agreements in place to use our skilled and trained workforce on the work that they create. These are Building Trades jobs. In turn, members can talk to friends and neighbors; put up a lawn sign supporting the measure; and give it a "like" on social media. Each person's opinion really does count.

It's also important to educate voters. An older voter might have voted for a measure 10 or 20 years ago for the same school district, and figure they don't need to do so again. But no matter how well we build something, it's never a one-and-done situation. Buildings, especially schools, get heavy use. They need replacement or ma-

jor renovation after a few decades.

And the act of voting matters too. Voter turnout was medium for the March 3 election—a little under 50 percent. That means not everyone's voice was heard. With a new, extended voting period, there's no excuse not to vote. If you support these measures, vote!

Oversight Is Needed

In some cities and school districts, bond and sales tax measures did succeed. That's where voters saw the wisdom of raising and investing money locally. I have sat on the bond oversight committee for LAUSD, so I can personally say that it's a huge responsibility to make sure this money is well spent.

Voters deserve that accountability. I wouldn't ask anyone to mark "yes" for a bond measure if I didn't believe the money would be spent wisely.

The investment also pays for itself over time, because it improves school quality. Better schools mean a better community with higher property values, and that makes sense for any homeowner.

Using an efficient, well-trained workforce is important, too. And that well-trained workforce starts out in our schools. The 10-year-olds at the local school now will be applying for apprenticeship in just a few years. We want them to be as literate, hard-working and conscientious as they can be. Good K-12 education is the basis for them to succeed in apprenticeship.

For our future workforce, and our future careers, I urge you, brothers and sisters, to support our schools.

Protecting Labor One Union at a Time



6,500 labor organizations protect their union assets and leadership with UIG's customized insurance program. Request your complimentary insurance review and consultation today.

UIG UNION INSURANCE GROUP

888.200.4545



www.UIGins.com

AAVA DENTAL

CONTINUED FROM PAGE 20

the office and had been so happy with them that he referred his entire butcher department to his office.

Michael then asked Dr. G to give his members a special discount and take better care of them than the corporate dental offices they previously had utilized. Dr. G enthusiastically accepted the partnership with Local 81. Mr. Williams was happy with the honest and quality care they were receiving, and he started to refer other local unions to Dr. G.

A couple of years later, Mr. Williams walked into Dr. G's office and asked him and his partner to voluntarily unionize; Mr. Williams was disappointed at the corporate dental company that had turned him down and told him that they "do not have to unionize, as giving some discounts to the union members is good enough." Mr. Williams told Dr. G that he wanted to show him the power of the unions.

Expanding to California

After unionization, and with the help and support of all of the local unions, these union offices grew from one to now 52 locations in Washington and Oregon, the largest dental group in these two states, and the corporation that refused to unionize has lost most of its market shares because of the soli-



The Aava Dental team, l-r: Dr. Abraham Ghorbanian, CEO; Sonia Fernandez, Executive Director of Labor & Public Relations and Emad Shakouri, Marketing Director.

arity to our union label.

The rest is history.

With that success, Dr. G made the decision to move to California in 2013, to grow the footprint of unionized dentistry. He established Aava Dental and a few locations, voluntarily unionizing his offices with Teamsters Local 63. Currently, Aava Dental has 18 unionized partnering offices in California, and with the support and help of the

local unions they project becoming the largest dental group in this state as well.

Aava Dental offices use American-made products including their crowns and implants; they are supportive of union events and causes, as well as support for our veterans. Sister Sonia Fernandez, Director of Labor for Aava Dental, is a Marine Corps veteran. Both Sonia and Dr. G are very humble

people and they will always find time to get on the phone and show the care the union members and their families deserve.

Dr. G says, "The biggest danger to our union shops and all of the mom and pop dental shops out there is the corporate dentistry; please look at our offices just the way you look at displaying union bugs, and look at the corporate dentistry the way you look at Wal-Mart."

Look for the Union Label

The labor movement is appropriately adamant on having the union bugs on their printed materials. Dr. G and Sonia are out there educating locals that we should be looking for the union label in all aspects of our life, including promoting the union dental option of Aava Dental to their members. Promoting "Union Label Services" like Aava Dental only strengthens the labor movement and helps us in our fight.

Lastly, Dr. G expressed his love and gratitude to all the union leaders that have made this success story possible. A few people that he wants to make sure to thank are Brothers Ron Miller, Anne-Marie Otey, Barry Garfield, Ray Cordova, Randy Cammack, Sam Stewart, all the Building Trades Business Managers, all the Teamsters locals, and local labor councils. Thank you for supporting your union dental group!

You may call Dr. G on his cell phone anytime at 206-310-3984, and Sonia at 949-350-2113.



Your home financing resource

The **Union Plus®** Mortgage program provides:

- Special benefits for union members, their parents, and children
- Educational tools to help you prepare for homeownership
- A wide range of financing options from Wells Fargo Home Mortgage

Call today to learn more

Wisam Sabbah, Branch Manager
818-832-3257
wisam.sabbah@wellsfargo.com
NMLSR ID 936710

Union Plus® is a registered trademark of Union Privilege.
Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A.
© 2013 Wells Fargo Bank, N.A. All rights reserved. NMLSR ID 399801.
106955 - 04/19



REV 1/19

Why **are you** still banking at a non-union financial institution when there is a **union alternative** for all your financial needs?

Porqué **sigues** con una institución financiera que no es de unión, cuando hay otra **alternativa de unión** para tus necesidades financieras?



LIVE BETTER
★WORK UNION★

VIVE MEJOR
★UNETE AL SINDICATO★

LIVE BETTER
★BUY UNION★

Union Yes Federal Credit Union

1918 West Chapman Avenue, Suite 100
Orange, CA 92868

1 888 48-UNION (488-6466) www.uyfcu.org



SoCal
plumbers
911

SoCal
plumbers 911

FINDING A QUALITY PLUMBER
IS FAST AND EASY WITH
SOCALPLUMBERS911.COM.

WE SET THE HIGHEST STANDARD
IN RESIDENTIAL PLUMBING & HVAC
SERVICES FOR SOUTHERN CALIFORNIA.

\$500 OFF
YOUR FIRST HOUR!

Call!

[877] - PLUMBER

[877] 758 - 6237



Serving unions for more than 70 years.

Since Kaiser Permanente first opened its doors, we've been providing high-quality, affordable care to union members. Decades later much has changed, but our commitment has not. Here's to many more years of helping to keep union workers on the job. Learn more at kp.org/laborandtrust.

Choose Better. Choose Kaiser Permanente.



KAISER PERMANENTE® | Business