

Management/Labor Agree on Three Year Contract.

This past June 30th marked the end of the Master Labor Agreement that was negotiated in 2013, and all management associations gathered in early spring to form a team of seasoned and new spokespersons to represent employers during the process of forming a new agreement with District Council 36. With the coordinated group, management was able to present a united front to find common ground with our labor partners, culminating in a fair package for both employees and employers.

The process did have its ups and downs, yet the leadership of Tom Unsell (LAP&FCA) and Phillippe Goutenay (FCASC) provided a steady path for the management group. Although this was the first time for Tom to be a negotiator, he spoke of employer's fear of an uncertain economy and also acknowledged the need of wage advancement within the workforce. He also demonstrated his ability to do this with conviction, and at the same time, understanding of labor's point of view. Phillippe has a grasp of numbers and mathematics that has always been valuable to management, as he quickly can compute the yearly impact cost increases have on contractor's bottom line. This entire process was also aided by a number of contractors that sat in during the various meetings, thus demonstrating the solidarity among employers.

The end result will provide wage increases for the workforce (with the initial raise split between wages and vacation) and additional contributions for the health and welfare fund. The increase amount differs between commercial and industrial



workers, but the overall increase is slightly less than the national average of increases negotiated by other industries in 2016. Additionally, due to the overall health of our current apprenticeship program, current contributions have been directed to funding a STARS incentive program that we hope will greatly increase the safety of District Council members as well as improve participation in journeyman upgrades. The STARS system will track employee yearly

training, and prizes will be awarded at an annual gathering to those who meet minimum classroom instruction attendance. Prizes include the possibility of an employee winning a new pick-up truck, along with other valuable awards. Both labor and management hope this will provide a better trained, safer workforce and result in increased jobsite productivity and lower workers compensation experience modifications.

I would say, that at the end of the

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Don't Miss Our Next LAP&FCA Meeting!

January 10, 2017 • 11:30am — 1:00pm



Tam O'Shanter
2980 Los Feliz Blvd,
Los Angeles, CA
90039

Associates Meeting 10:50am — 11:30am
Social: 11:30am — 12 Noon
Lunch served 12 Noon followed by Program





Tom Unsell - Chapter President

We've made it through spring and the summer heat is behind us, but it appears that the economy continues to grow. Although it isn't as robust as any of us would like, we are seeing improvement. Union paint hours in Southern California were up about 9% in 2015 compared to 2014, and we are pleased with that, but we still have a ways to go to recapture where we were in 2008.

The LAP&FCA is here to help in any way we can. I encourage each of you to contact us with ideas, concerns or suggestions of ways we can assist in the short or long range direction of your business. Many of you are aware that we just completed the task of negotiating a new contract with District Council 36 (see the related article in this newsletter), and it is our hope that workable provisions have been agreed upon that will bring benefit to both management and labor. We will try to improve the Master Labor Agreement in ways beyond just wages and the fringe package.

The association also encourages your Board of Directors to attend a variety of functions to remain up to date on current issues and trends. We are leaders within the Government Relations Committee of both the American Sub-contractors Association of California and the Finishing Contractors Association. In this capacity we are your voice in Sacramento and

Washington. We also send representatives to State and National trade conferences to be on the leading edge of labor matters, material advances and technology developments. In this capacity we are able to be your voice and ears to remain on the leading edge of the painting industry.

We also have contractor representation on many of the trusts and committees that execute the operations of unionized painting contractors throughout Southern California. Our goal is to provide the greatest amount of benefit from the contributions made by signatory firms and prevailing wage contractors. We have a responsibility to not only spend the monies wisely, but also to provide the maximum amount of benefit that can be provided with the amounts available. Please know that we are always looking for "new faces" on these committees so don't be bashful about putting your hat in the ring.

package the four page 8" X 11" brochure and/or a six minute DVD that describes what separates LAP&FCA members from our competition. Both the brochure and DVD demonstrates the virtues we stand for: Value, Safety and Professionalism. I strongly urge that you take advantage of this benefit of membership.

Finally, I'd like to remind you of two worker's compensation opportunities that can help control the bottom line of your business. As a signatory contractor to the Master Labor Agreement you may be able to participate in Labor Management Cooperation Committee sponsored Alternate Dispute Resolution program. This is only available to union contractors and can reduce your compensation premium through case management, fraud prevention and limiting litigation costs. There may be a minimum premium to qualify, but please contact the LMCC office for information that your broker or agent can use to investigate this. A second

method to control worker's compensation is available through our membership in the Painting and Decorating Contractors of California. We first announced this in the last edition of the newsletter and the PDCC has helped to form a worker's compensation group that can offer value and potential premium

reduction to our members.

In closing, please contact Don in the chapter office for more information regarding any of the membership benefits described or to become more involved in your association.

Tom Unsell



You may not be aware of two marketing tools that are available from the chapter office. With the assistance of our marketing firm, J. Arthur and Associates, we produced these for your use, free of charge. When you send a letter of introduction to any new or continuing client, you may want to add to that

LAP&FCA Chapter News

Editorial Committee

President: Robert Stewart

Executive Director: Don Vulich

Edited by DS Publishing

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Website: LAPFCA.org

LAPFCA is a proud member of:



Calendar

2016 - 2017

November 15, 2016

**Board of Directors Meeting
Chapter Office, Los Angeles**

December 03, 2016

**Annual Holiday Event/Installation
Pacific Palms Resort, City of Industry**

January 10, 2017

**Board of Directors Meeting
Chapter Office, Los Angeles**

January 10, 2017

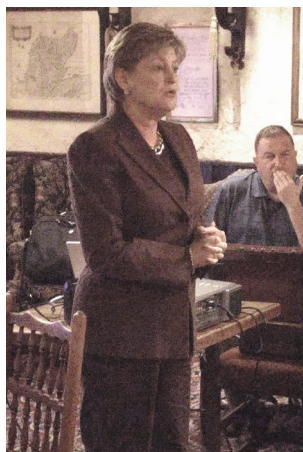
**General Membership Meeting
Tam O'Shanter, Glendale**

February 23-25, 2017

**National PDCA Expo
San Diego, California**



*FCA's Leadership Conference.
(left to right) Tom Unsell-Chapter
President, Board members Raz
Bronstein and David McClean, and
LAP&FCA Executive Director
Don Vulich.
See Leadership Conference story
on page 8.*



▲ *L to R: Kevin Bass-District Council 36, Alex Ruiz-Benjamin Moore, Mario Santoyo-DC 36, Ernesto Toscano-DC 36, Rob Stewart, Ana Hanson-DC 36.*

◀ *Pam Ackrich-Alliance for Quality Construction Chair speaking at LAP&FCA member luncheon.*



Now that our incoming U.S. President has been determined, we all wonder how our industry will be affected. It seemed we had little to choose from and most feel a low confidence level no matter who won. Time will tell, but the day to day effort to enact legislation that is favorable to contractors and employers still happens in the trenches and we will do whatever is necessary to get our message heard.

STATE

Many of you may be aware that the LAP&FCA is a partner with the American Subcontractors Association of California Government Relations Committee (GRC). The Committee meets regularly via conference call and this legislative session a total of 24 bills were of interest to subcontractors, and 15 of those were chaptered into law. However, most of the issues were “borderline” in their effect to contractors and 11 such new bills the GRC had taken a “pending further information” position. Three bills that the committee fully supported were enacted into law, although all three had a minimal effect on contractors. AB 1963 (Calderon) has the greatest impact as it extended the construction defect provisions of the Davis-Stirling Common Interest Development Act, set to expire on July 01, 2017 until July 01, 2024, with repeal on January 01, 2025. AB 326 (Frazier) expedites the release of held surety deposits (including interest) following resolution or settlement of disputed issues. The final support bill passed by



the legislature only was of interest to contractors that commence excavation on a work site, and therefore was of little interest to painting contractors.

One California bill, AB 626 (authored by Chiu and sponsored by United Contractors) may be of some concern to subcontractors.

The GRC held a “pending” position on this bill hoping to see some amendments that could change our stance to support. AB 626 creates new claims resolution procedures in addition to those already found in Public Contract Code. The intent of the bill was to close a loop-hole in prompt payment by public entities, however legal coun-

sel for the GRC, Dan McLennon, warns that the new provisions may actually create an additional layer of expensive hoops for contractors to jump through, prior to arbitration or litigation. Mr. McLennon foresees public agencies using the new procedures as delaying tactics that may actually retard the prompt pay of services rendered. The bill does have an expiration date of December 31, 2019, and thus if it does prove to be problematic, contractors can comment against renewal at that time.

FEDERAL

At the national level our main focus is to gain support for the final portion of pension reform. With the backing of the Finishing Contractors Association and other contractor groups we were able to achieve some reform in 2014, but we still are seeking congressional approval to establish



L to R; Austin Vulich-Endurance Painting, Rob and May Stewart-Stewart Painting, Barbara and Daniel Goshorn-Blakely Company, Tom Unsell-National Coatings and Linings.

composite defined contribution/benefit plans that will stabilize multi-employer pension plans. We have not given up all hope for the lame duck session,

Continued Next Page

Legislation continued

but also don't see much reason for optimism, especially as labor seems reluctant to accept the proposal as well as minimal interest among legislators.

While pension reform is the number one issue on the national horizon, it is by no means the only topic we have been discussing. Misclassification of workers is also a key correction we see that needs to be addressed. Many contractors continue to hire employees as "contractors" and thereby avoid taxes, insurance and other benefit payments. Also, every congressional session we need to fight back challenges to prevailing wages provisions, and this year has been no different. Fortunately, we have friends on both sides of the political spectrum, but it remains a re-occurring battle. Along these same lines is the increasing use of Public/Private Partnerships that have opened the door to public works projects being partly funded with private investments and thus a loophole to sidestep prevailing wage.

In the New Year, we will continue to have our voices heard and our faces seen in the halls of congress as we, along with other industry partners, continue to represent the interests of employers in very difficult times.



Sick Pay Becoming a Major Issue



The issue of sick pay, or Paid Time Off (PTO) is rapidly becoming a giant nightmare for employers. In addition to State and Federal regulations, more and more municipalities are requiring PTO, creating a record-keeping quagmire beyond description. With the aid of the LAP&FCA legal counsel, Antonia Powell, let's try to see where things currently are structured.

Federal sick pay has been implemented through Executive Order 13706, signed by President Obama in September, 2015. The Department of Labor issued a final ruling on September 29, 2016 stipulating 56 hours of sick pay per year of employment on Federal contracts. The Finishing Contractors Association (FCA) hosted a conference call on October 06, and legal counsel, Mike McNally, outline the basics of the federal program. All contracts covered by the Davis-Bacon Act, Service Contract Act, Concession Contracts and contracts in connection with federal properties are required to provide the sick pay after January 01, 2017. All employees who perform work on any of these projects are to receive 1 hour sick pay for every 30 hours worked, up to the 56 hour threshold. FCA will soon post a "white paper" on their website to provide more details for members.

The State of California has required a 30 hour per year PTO policy, with some carry-over of unused sick pay, how-

ever, as a result of being signed to a master labor agreement in the construction industry, we are exempt from this requirement.

Adding to that confusion, cities, counties and other local governing bodies are implementing PTO policies, all somewhat different than their neighbors. In early August, I (Don Vulich) participated in a fact finding conference sponsored by the Los Angeles/Orange Counties Building Trades Council to address the recently enacted City of Los Angeles PTO policy. Kimberly Fitzpatrick, Division Manager of the Office of Wage Standards, presented information of both the minimum wage and sick pay standards for the City of Los Angeles. One main take-away from this mini-conference is this is a work in progress.

*employers and
employees that work in
the City of LA,
after July 1, 2016
are affected*

Time and space does not allow for an examination of every entity that is stipulating sick pay provisions so let's concentrate on the Los Angeles example. All employers and employees that work in the City of LA, after July 1, 2016 are affected by the ordinance (there is a small employer exemption but only until July 1, 2017). The annual cap is set at 48 hours per year, and carry-over accruals are set at 72 hours. Employees begin to accrue PTO at the rate of 1 hour per

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The National Association of Home Builders (NAHB) filed comprehensive comments with the Environmental Protection Agency (EPA) in mid-September asserting that in its current form, the Renovation, Repair and Repainting (RRP) rule is an inefficient tool for achieving the environmental and health goals lead awareness and removal in construction.

NAHB strongly recommended the EPA to examine and produce new economic analysis because there has yet to be a lead test kit available in the marketplace that meets the agency rule standard. Additionally, NAHB

urged the EPA To revise the complex and burdensome new renovator recertification process recently finalized by the agency and to ensure that certified renovators be

*there has yet
to be a lead
test kit available
in the
marketplace*

provided the resources needed to comply with the program.

The comments by NAHB were part of a required retrospective review. Federal agencies are required to review rules that have a significant economic impact on a substantial number of small business enterprises within ten years of publication of the final rules. The EPA had allowed for only a 60 day public comment period, but groups such as NAHB and others, formed a coalition of trade associations and helped to extend the comment period.

This coalition coordinated a Small Business Administration Roundtable on August 24th that brought EPA staff together with many industry leaders who voiced their questions and concerns regarding the review. The EPA expects to complete the review and issue a report, or perhaps a revised rule and guidelines in early or mid 2017.



Sick Pay continued

30 hours worked. The accrued hours can be used to attend to the medical needs of an employee or the employee's family or for a victim of domestic violence, sexual assault, or stalking as defined by California Labor Code, Sec.246.5 (a)(1)(c).

Employees are suggested to provide ample advance notice to employers yet none is required by state or local wording, and employers may require employees to provide reasonable documentation, however the need to substantiate may only be required after 3 consecutive days of sick leave. Upon termination, resignation, retirement or other separation of employment, the employer has no obliga-

tion to provide a cash-out or payment of any accrued benefit, however, previously accrued sick pay will be reinstated should the employee be rehired within one year of termination.

An additional record-keeping requirement is the need for employers to include the amount of available sick pay leave in employees' wage statements. This entire process is complicated by the various amounts of accrued PTO required by many the agencies involved, and my earlier description of "nightmare" becomes an understatement.

Ms. Fitzpatrick could not give complete definitive answers to the many questions and concerns presented at the

meeting as the entire policy is so new. Many industries and occupations may be granted relief, or exemption, from the ordinance based upon certain criteria, such as pay level twice the minimum wage, payment of fringe benefits such as health insurance, retirement accounts, vacation pay or a combination of the above.

We realize that this is now "clear as mud", yet it seems to be the best I can offer at this point. I finish by stating it is the intention of all paint associations aligned with District Council 36 to apply for the allowable exemption as soon as that process becomes available.



Advantages of FCA Membership

As a signatory contractor to the District Council #36 Master Labor Agreement you are automatically a member of the Finishing Contractors Association, International. This membership is funded through a part of the monthly fringe benefit contributions that each of you make. So what does that mean, and what value do you gain by FCA affiliation? I would hope the answer to that question is not a surprise to you, but I bet there are many advantages you don't fully realize.

On the job safety is a very important aspect of being a responsible employer and I'm sure each of you adheres to safety protocols on a daily basis. I imagine you receive weekly tailgate topics from your insurance carrier, or see the Tuesday Tailgate topic sent from the State Council of PDCA, but did you realize that FCA also has avenues to aid in providing a safe work environment. The FCA Safety Advisory Committee meets via conference call every month and they sponsor quarterly safety webinars. Topics this year include OSHA Top 10 for Finishing Contractors, new Silica dust rules, Effective Safety Management Systems, and Confined Spaces. In addition to this, the FCA has established a Safety Helpline to aid contractor members with specific

safety concerns or questions and you can utilize this service at no cost by calling 844-414-SAFE 9am-4pm central time, or by sending an email to safetyhelpline@finishingcontractors.org.

FCA also is in the process of finalizing Quality Control/Quality Assurance



Mike Oscar-FCA Director of Legislative Affairs

Programs for each of their specific trades. This will greatly enhance your ability to establish the highest standard of excellence with your workforce. Along these same lines, FCA will provide Project Management/Soft Skills training for your supervisory personal. Our association (LAP&FCA) will be investigating this process and hopefully will sponsor this 2 day training seminar in 2017. FCA has been very helpful in sharing industry wide developments regarding local negotiations,

area marketing and sharing best practices among their many affiliates.

Finally, FCA is emerging as major force representing finishing contractors on Capitol Hill. Under the able leadership of our Director of Legislative Affairs, Mike Oscar, FCA has scheduled countless congressional office meetings in the past several years. This past May five LAP&FCA members joined with over 20 FCA contractors and visited more than 35 Senate and Congress offices as we push for long term solutions to multi-employer pension reform. Our hope is to establish a "composite" plan that will provide long-term stable retirement benefits for employee members and over time eliminate the dark cloud of unfunded liability. In addition to the very important issue of pension reform, the FCA Legislative Committee is also presenting our positions on prevailing wage, worker misclassification and infrastructure investment.

So I hope you see that hard earned contributions are being spent to aid you in many ways and the Finishing Contractors Association is leading the way to help you be the best you can be as a contractor and employer.



Apprenticeship on the Move

The Finishing Trades Institute of District Council is on the move, and I say that both literally and figuratively. In a literal sense, we long ago outgrew our building in Commerce and the FTI Trustees authorized a search committee to seek properties to expand our apprenticeship training and journeyman upgrade opportunities. As I write this, the search committee (of which I participate) has found a 60k square foot facility that we hope the Trust will approve for purchase

at the next meeting in early December. The building is located only a few miles away from the current building and is a perfect fit for our needs, is available right away and is within the financial guidelines the Trustees set.

The plan would be to continue training industrial apprentices and journeymen at the current building, as it is already approved for a spray booth. Commercial painting and drywall training will take place at the new building once needed

build-outs are completed. In addition to this, we may have an opportunity to utilize a LAUSD occupational facility in East Los Angeles for additional training with very little additional cost. All this will greatly improve the professional apprentice training and journeyman training for the members within the greater Los Angeles area.

The committee has also been searching for a permanent facility in Bakersfield to accommodate IUPAT members living there and in Antelope Valley. For many



The Value of Conflict By Tony Darkangelo

Conflict is an interesting thing. There are people who thrive on it, there are people who do everything they can to avoid it and there are people who fall in between. Overall, conflict is often viewed as a bad thing, but I disagree with that notion. Conflict doesn't arise when an organization is doing nothing, but rather when an organization continues pushing forward and is becoming more and more successful. More success leads to more conflict. Therefore, conflict is a sign that your organization is getting something done. That's never a bad thing in my book. With conflict being such a constant part of life, true leaders understand and know how to resolve it. You need to have the right mindset and understand the path to effective conflict resolution.

Before you attempt to do anything with conflict resolution, you first need to have the right mindset. You need to understand the best solution is to face conflict head on instead of avoiding it. You need to recognize that gossip is an ever-present part of life (although it has no value when it comes to resolving conflicts), and that face-to-face communication with the person(s) or group(s) you are in conflict with is the only way you'll understand their side. Don't assume you understand the other side's line of thinking. Speaking directly with them is the only way to truly find out.



Once you have the right mindset, the next step is to understand the path to effective conflict resolution. I suggest the following four steps to take;

1. Understand Your Relationship: it is critical to know exactly where your relationship is with the other party. What factors in your relationship could have led to the issue? What steps can you take with the other party to resolve the issue?

2. Seek First To Understand: we are all the heroes of our own stories. We are programmed to believe that our way of thinking is the correct way of thinking. It's important to realize that, just as you believe you are correct, the other side believes they are correct. Look at the issue from their perspective and try to understand how they arrived at their conclusion.

3. Take Responsibility: a leader takes responsibility for conflict resolution. Regardless if you believe the conflict is your fault or not, it is your role as a leader to take responsibility for resolving the conflict. If you sit and wait for a resolution to happen, it isn't going to happen. You need to be willing to spend the time helping the other side to understand how you arrived at your opinion.

4. Seek Resolution: the final step is the most important. You have to close the loop; all your efforts will have been wasted if you don't. Work with the other side and set a plan that both sides agree upon to resolve the conflict.

As FCA International continues to move forward and get more things done, more conflict will continue to arise. We will always strive to address that conflict head on with the right mindset and head down the path of effective conflict resolution. We are grateful to all of FAC's community members who are engaged and involved. They help ensure we stay on the right track to provide the most value to our members and build a better future for our families.

This article is printed with the permission of Tony Darkangelo, CEO of the Finishing Contractors Association, International.

FCA Leadership Conference

Members and officers of our LAP&FCA attended the Finishing Contractors Association Leadership Conference in Puerto Rico where nearly 200 people attended from around the U.S. and Canada. The keynote speaker was Joe Hernandez of Lionshare Negotiations. Mr. Hernandez' topic was "beneficial negotiation strategies." Opening comments were made by Mike Cassidy of Long Painting "Don't stay on the sidelines—get involved with the FCA." The purpose of the annual Leadership Conference is for finishing trades contractors and FCA committees to come together to exchange ideas and share updates with issues affecting the industry and its growth. FCA members are encouraged to attend this informative conference.



Tom Unsell recipient of the CREST Safety Award.

Top to bottom: Daniella and Raz Bronstein-Shapiro-Ben Basat, Kathleen and Tom Unsell-National Coating & Lining Co., and Cathy and Don Vulich-Executive Director LAP&FCA.

An Open-Air Lifestyle Development Receives the 2016 Q Award



The Alliance for Quality Construction (AQC) presented the 2016 Q Award to the Westfield Corporation for its development of The Village at Westfield Topanga. The presentation event was held on June 16, 2016 at the XOC Tequila Grill located within The Village at Westfield Topanga. Accepting the award was Larry Green, Westfield Corporation's Senior Vice President of Development.

The XOC Tequila Grill event began with a video showing the past Q Award recipients along with this year's Village at Westfield Topanga. After the opening video, emcee Barry Garfield asked the many labor and sub-contractor representatives to stand, introduce themselves and briefly describe their involvement with the building of The Village. Construction industry representatives who spoke beamed with pride at the 'finished product.'

AQC Chair, Pam Ackrich said, "It's extraordinary how these craftspeople are full of pride with the completion of The Village at Westfield Topanga. Some of them even brought their families through this development to show the result of their labor and skills."

Special guests to address the Q Award attendees included Bob Blumenfield-Los Angeles City Councilman 3rd District,

Kevin Taylor representing Los Angeles City Mayor Eric Garcetti, Ron Miller-Executive Secretary of the Los Angeles/Orange County Building Trades Council, and Scott Abrams-District Director for Congressman Brad Sherman.

The Village at Westfield Topanga was a culmination of years of planning, but took only 17 months to construct. Larry Green

This \$350 million 30-acre project is considered the first open-air lifestyle destination in the San Fernando Valley. The project provided nearly 2,000 construction jobs, and it is anticipated to provide 2,000 permanent jobs. The development also earned a Silver LEED certification. One needs only to stroll through the Village to experience the architecture, planning, quality of union craftsmanship and all that is deserving of the prestigious Q Award.

Councilman Blumenfield said of the Village, "This is a partnership with Westfield, L.A. City, and the community. This all-union project was built fast but right." Blumenfield was grateful to Westfield for having extraordinary vision and contributing to the vitality of Los Angeles. Ron Miller was also impressed with this development. "Every trade is showcased with this project. This project started during the recession and Westfield stepped up," said Miller.

Emcee Barry Garfield introduced Westfield's Larry Green to a thunder-



L to R: Kevin Taylor-Representative L.A. City Mayor Eric Garcetti's Office, Bob Blumenfield-L.A. City Councilman 3rd District, Pam Ackrich-AQC Chair, Billy Campana-DC 36, Wilely Zagajeski-LMCI, Ernesto Toscano-DC 36, Larry Green-Senior Vice President Westfield Corporation, Ron Miller-LA/OC Building & Construction Trades Council, and Scott Abrams-District Director for Congressman Brad Sherman.

said he was impressed with how local officials worked together with Westfield and the planning process included 200 meetings. According to Mr. Green, "This complex project could not have been completed on time and within budget without the union construction trades."

ing applause from the near 200 guests. Mr. Green proceeded to play two videos shown on screens surrounding the venue. The first video was a high angle time-lapse of the Village at Westfield Topanga from breaking ground through

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New OSHA Guidelines for Safety and Health Programs

For decades OSHA has reinforced the same recommendations for programs to improve workplace safety and health. Twenty-seven years after the initial guidance, the agency has tweaked those recommendations. The new suggestions update OSHA's 1989 guidelines to reflect changes in the economy, workplaces and evolving safety and health issues. OSHA feels the improved guidance processes feature a new and easier to use format and should be especially beneficial to small business. Also OSHA has issued a new section for multi-employer workplaces, placing more emphasis upon continuous improvement and providing supporting tools and resources in the updated guidance document.

OSHA emphasizes that the program recommendations are not prescriptive. Rather, they are built around a set of processes that can be implemented at workplaces in any industry. The agency claims that the recommendations have successfully been applied in manufacturing, construction, health care, technology, retail, services, higher education and government.

David Michaels, Assistant Secretary of Labor for Occupational Safety and Health, said "Since OSHA's original guidelines were published more than 25 years ago, employers and employees have gained a lot of experience in how to use safety and health programs to systematically prevent injuries and illnesses, and make businesses more sustainable."

To build upon that experience, OSHA explains that the recommended practices promote a proactive approach to maintaining workplace health and safety. Traditional approaches have often been reactive, meaning they address problems only after a worker is injured, or becomes ill, or a new standard is published, or an inspection identifies a problem. The agency has described seven core elements to build a successful safety and health program.

- Management leadership
- Worker participation
- Hazard identification and assessment
- Hazard prevention and control
- Education and training
- Program evaluation and improvement

Communication and coordination among employers and staffing agencies
OSHA maintains that implementing the recommended practices, starting with a basic program with simple goals and growing from there, will help organizations achieve a higher level of safety and health environment. OSHA feels the new occupational safety and health program will help employers:

- Prevent workplace injuries and illnesses
- Improve compliance with laws and regulations
- Reduce costs, including significant premium savings
- Engage employee participation
- Enhance social responsibility goals
- Increase productivity and enhance business operations

The new OSHA Press release notes that these new recommendations are advisory and do not create any new legal requirements but urge employers to full implement these guidelines and track their effectiveness. (Article borrowed from Safety.BLR.com)



2016 Q Award continued

the project's completion. The second video highlighted the Village along with interviews of delighted patrons of the new

a certificate of appreciation. Scott Abrams from Congressman Sherman's office presented Green with an American flag flown over the U.S. Capitol.



shopping development. Thereafter, Los Angeles City Mayor Garcetti's representative Kevin Taylor presented Mr. Green with

AQC Chair, Pam Ackrich was called upon to present Larry Green and the Westfield Corporation the 2016 Q Award. Ackrich read aloud the inscription on the award, "Presented to the Westfield Corpora-

tion for the Village at Westfield Topanga for their outstanding contribution toward the attainment of quality construction

within the building industry of Southern California." She then presented the award to Mr. Green who was visibly elated with such an honor.

After the conclusion of the award ceremony, Pam Ackrich said, "It is incredibly impressive how the many union trades work simultaneously in unison with each other to create and build such a quality project like the Village at Westfield Topanga. The construction of this project is visually self evident of the skills of union craftsmanship and is well deserving of the Q Award."

*John Tenorio
J. Arthur & Associates
Marketing Consultant AQC*



MEMBERSHIP ACTIVITIES

Annual Dodger Day

The annual LAP&FCA Dodger Day was again a well attended event. All allotted tickets were sold out. Members, employees and families enjoyed the outing as the Dodgers had it out with visiting “Big Papi” and the Boston Red Sox. The Dodgers demonstrated why they are the 2016 National League’s Western Conference Champions by winning the game 3-0. The Dodgers also showed off the 2016 Rookie of the Year Corey Seager, and Manager of The Year Dave Roberts.

We hope you join us next year for this all you can eat and drink fun event.



From top to bottom: Terry Osburn and family, Paul Mazzeo and family, and Emad Aziz and family.



Day at the Races

When it comes to one of the most beautiful horse race parks in the Nation, Santa Anita Park may be at the top of the list. This event was also a sellout with members and their employees and families enjoying a wonderful buffet, drinks and personal betting windows. The LAP&FCA raffle may have been the highlight of the day as many attendees won terrific prizes including Rob Rohe of Randall McAnany Company who won the grand prize won the helicopter tour over Los Angeles.

Join us for the fun next year on **April 8th, 2017**. See you then.

Pictured top photo: Irene Zagajeski and grandson Daniel Hernandez;
Lower photo: Wiley Zagajeski, Jon Claypool, Tom Unsell.



Apprenticeship continued

years we have used borrowed space with the plumbers union, and a local museum and other sites, but the time has come to step up and do training in that area correctly. We have located a building that seems to be a good fit and hope that at the December Trust meeting we can move

forward with that process as well, as a purchase or on a lease basis.

Not only are your Trustees working to expand our training capabilities, but we are also moving forward with a new interactive apprenticeship website. John Tenorio of J. Arthur & Associates is currently working with District Council 36

Business Manager Grant Mitchell, and Apprenticeship Director of Training, Jesus Fernandez, to create the new website. The end result should enhance the quality and quantity of new applicants. So you can see, our training efforts really are “on the move” in more ways than one.

Don Vulich-Exec Vice President



FROM OUR EXECUTIVE DIRECTOR

Some of you may have been wondering "Why haven't I seen a LAP&FCA Newsletter recently?" There is a very good reason for that. We are going to publish the newsletter four times annually based upon the seasons, but at the same time add four pages to each issue. This way we can save some cost related to printing but still provide the same amount of content throughout the year. So enjoy this autumn edition and look forward to the winter issue in January.

That being said, I have a great deal of information to "bring you up to speed" regarding the activities of the past few months. With this issue we have a summary of the recent negotiations and please feel free to contact me here in the office if you have any questions regarding the new terms of the Master Labor Agreement. In addition to negotiations, the board of directors has been very active in the past months representing our association, hoping to increase our stature and presence in the coating industry, both locally and globally. In May, the LAP&FCA sponsored five directors and the executive director in attending the FCA Leadership Council in Puerto Rico. The Leadership Council meetings

are always beneficial and informative as all FCA committees meet and report on the past years accomplishments, and plan the upcoming objectives.

Several informative motivational speakers also added to the total Leadership Council experience and the event culminated with the CREST awards recognizing contractors for exemplary safety protocols. Our own National Coatings and Linings Company, and William Saleh Company were finalists in their respective classifications, with Tom Unsell winning the award and Terry Osburn saw his winning streak end at three. Congratulations to both of them!!

The LAP&FCA also sent three representatives to the LMCI Finishing Industries Forum (FIF) this past October in Orlando. This year the program was reduced by one day, but still proved very worthwhile to all attendees. The main point of focus was the LMCI initiative Pulse of the Industry. The hope is to identify areas of concern among labor/management relations and propose methods to address the current state of the finishing industry. The process began in September with a group of contractors and labor leaders meeting to begin

the discussion, and then at FIF gather more information and suggestions from a greater cross section of interested participants. Sometime in the near future we will see a list of final recommendations that will aid both sides of the table as we strive to gain market share and expand our presence in the specific fields.

I also attended the FCA Affiliate Executives' Conference in Nashville in early September, and please find out more regarding that in the Advantages of FCA Membership article.



Chapter president Tom Unsell-National Coating & Lining accepts Top Safety Award from Randy Bender-FCA & Color Inc. (left), and Mike Cassidy-FCA & Long Painting (right).

ML Agreement Continued from page 1 process, we must have done something right as each side of the negotiation table came away with both satisfied and disgruntled constituents. This tells me we did a good job of finding common ground, never an easy result.

Additionally, do you know that there are other special agreements available to contractors that are signed to the Master Labor Agreement? These are designed to level the competitive

playing field when bidding projects that meet certain criteria. For example, the International Market Recovery Agreement allows for a reduced wage and fringe package when bidding against non-union contractors on private projects. Also, should you be invited to bid on a new, single family multiple housing tract, the District Council can offer wage and fringe concessions on this type of project as well. Of course, conditions apply that qualify projects for

special wage allowances, but know that you may be eligible to become more competitive in some circumstances, so feel free to contact the LAP&FCA office or District Council #36 for more information or qualifications. By being informed you can become more successful in certain business environments.



CUTTING TO THE QUICK SAVE THESE DATES

December 3, 2016 Holiday Dinner and Board Induction
Pacific Palms Resort, City of Industry

January 10, 2017 - Membership Meeting / Board Meeting
Tam O'Shanter Restaurant

Visit: LAPFCA.org