

Meet the 2015 LAPFCA Officers and Leaders



Photos by Nils Vesterlund, Vesterlund Studios

On December 13th, at the Embassy Suites Hotel in Glendale, we held the 23rd annual Holiday Event. Nearly 100 members, associates and friends gathered for a night of social interaction and charity. The LAP&FCA continues their association with El Santo Nino Community Center, and our attendees blessed them generously with hundreds of un-wrapped gifts destined for under-privileged kids. The 2015-16 Board of Directors Installation ceremony was held immediately following dinner, and we are pleased to welcome three first time Board members, joining six continuing directors to form a fine balance of new and experienced leadership. The new board will also see LAP&FCA's first woman director as well as our first third generation participant.

Following the installation, the chapter also honored one of our own as Bruce Morrow was presented with the Outstanding

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Top row-left to right: Tom Unsell-President, Raz Bronstein-Board Member, Jon Claypool-Vice President, Barbara Goshorn-Board Member, David McClean-Treasurer, Bottom row-left to right: Paul Mazzeo-Board Member, Terry Osburn-Secretary, Rob Stewart-Immediate Past President, Austin Vulich-Board Member, Don Vulich-Executive Director.



Don't Miss Our Next LAP&FCA Meeting!

Tuesday March 10, 2015



11:30am — 1:00pm

Beckham Grill

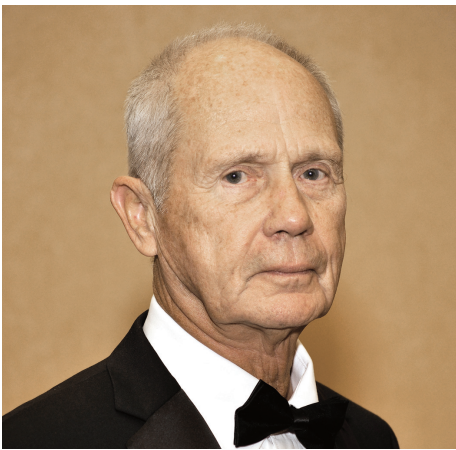
77 W. Walnut Street,
Pasadena, CA 91103

Associates Meeting 10:50am — 11:30am

Social: 11:30am — 12 Noon

Lunch served 12 Noon followed by Program





Rob Stewart - Chapter President

By the time you read this a new Board of Directors will have been elected and installed at our annual Holiday Charity Event at the Embassy Suites in Glendale. As a part of the nominating committee I can say without hesitation that the LAP&FCA will be well served by continuing and new faces on the Board.

As this will be my last article as your President, I'd like to acknowledge some individuals who have provided much guidance and advice during my two year term. First and foremost, Greg Quinn needs to be recognized for his attention to detail and his diligence during the majority of my presidency. Greg never seemed to leave any task undone and he was

always out front addressing the needs of the association.

Secondly, I'd like to thank two gentlemen who preceded me in office, Terry Osburn and Steve Edgar. Both Steve and Terry provided me with invaluable insight, encouragement and support and made the task of serving as President much easier. Of course, I couldn't have been nearly as effective without the knowledge and leadership of the entire board and for that I also need to thank David, Mac, Tom, Jon, Bruce, Paul and Don.

I especially need to express another well-learned lesson, that being the value of membership. I've grown personally in ways that would not have been possible had I not become involved in the chapter, and the success of my business has benefited greatly by being on the leading edge of regulations and industry trends. Too often we stay focused on the day-to-day operations of our business and therefore lose sight of tomorrow. LAP&FCA helped me to realize the importance of being informed and engaged with the emerging trends of contracting, rather than constantly facing issues with hindsight.

I have been deeply blessed dur-

ing my two-year term as president, having many opportunities that I otherwise would have missed. May and I have traveled to places along with other board members, and after meetings and seminars were attended, we enjoyed visiting many exciting and historical locations. We both cherish the time in Sacramento, when after discussing the issue of prompt pay and the timely issuance of change orders with Assemblyman Scott Welk, he took our group through back passages onto the Assembly floor, where few people get to stand. I am especially proud of our time and effort in Washington DC that resulted in new legislation allowing for pension benefit and funding reform.

As I complete my last lap as president, I would be remiss if I did not thank the members of this association for your confidence in me, and allowing me to serve your organization. But as I've often said, I'm the one who benefited as a result of my involvement, and with that in mind I encourage you to be the next in line. Get involved and be a leader rather than a follower and you will be the one who has the most to gain.

Yes, You Can Win an iPad

Attend membership meetings and earn tickets to a year end drawing to



win an APPLE I-PAD!!! Starting on January 13th, each time a contractor attends a General Membership meeting they will earn one attendance ticket

for the drawing, and if you make it to all six meetings you will be granted two (2) bonus tickets. Then at the 2015 Holiday party one lucky contractor will win the iPad.

City Building Permits Streamlined

Mayor Eric Garcetti announced a new permitting process that will shave months off the time required to build in Los Angeles. Restaurants, charter schools and other major projects costing in excess of \$10 million will be eligible for a new case-management program, a single point of contact to guide such projects through the city's sometimes cumbersome process of applying for permits and gaining approval.

Garcetti's office estimated that such

a system will hopefully reduce the permitting process by three to six months, as many developers claim that this can often take years to complete. "This back to basics initiative will cut red tape and increase customer service to make Los Angeles more attractive to investments that create jobs," Garcetti said.

Under his proposal, projects will receive case managers to coordinate approvals across various city departments, and projects worth \$10 million or more get a full-time dedicated inspector. This announcement, along

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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:



Photos to right: A full house at the Jan 12th meeting; (L to R) Board members Raz Bronstein and David McLean with Mac McGinnes.



L to R: Naveen Berry-AQMD, David Piazza-Miller Kaplan & Arase, Heather Farr-AQMD, with Don Vulich-LAPFCA Exec Director, and Tom Unsell-LAPFCA President.



Heather Farr, Air Quality Specialist and Planning-AQMD.



Nick Carillo discussing FCA contractor assistance.

Calendar

2015

February 3-6	SSPC World of Concrete	Las Vegas, NV
February 5-7	PDCC California Council	Newport Beach, CA
March 4-7	PDCA EXPO & Convention	Charleston, South Carolina
March 10 10:50am	Associates Committee	Beckham Grill Pasadena, CA
March 10 11:30am	LAP&FCA General Membership Meeting	Beckham Grill Pasadena, CA
April 4	Day at the Races	Santa Anita Racetrack
May 6-9	FCA Leadership Conference	Chicago, IL

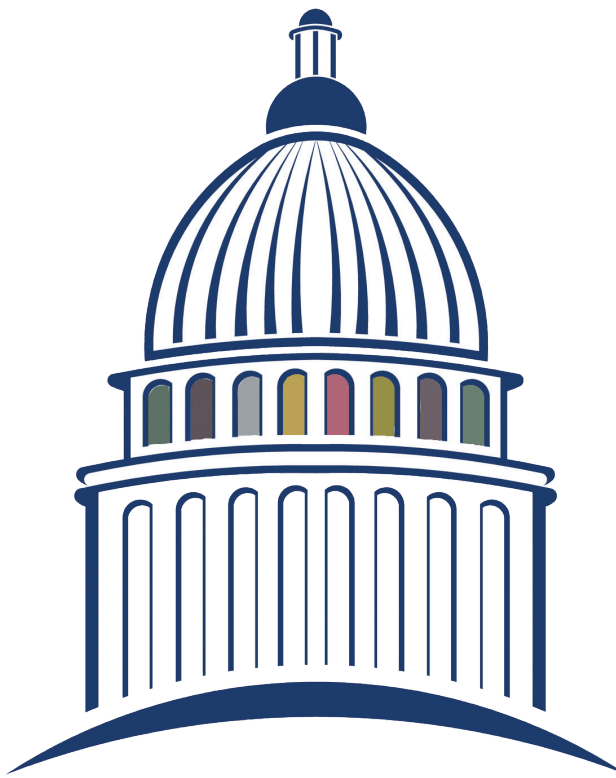


At the last Two Membership Meetings—



STATE

The newest installment of the California legislature will begin work in January and we are awaiting committee assignments to find where our friends will serve for the next two years. That being said, the American Sub-Contractors Association of California (ASAC) has already begun the process of identifying issues that we hope to support or oppose during the up-coming session. Currently we are narrowing our choices down from five issues that face sub-contractors in California. The topics include timely issuance of change orders; OCIP/CCIP revisions; right to stop work for non-payment; additional



formed the “Retirement Security Review Committee” comprised of representatives from both labor and management, and they produced the document known as “Solutions Not Bailouts” to address issues facing multiemployer pension plans nationwide. The difficulties facing multi-employer plans include large un-funded liabilities due to the recent recession and an increased unfavorable ratio of retirees to active participants. Add to that the demands of a defined benefit plan and a large percentage of ME plans

are in danger of insolvency.

In November, several FCA contractors and executive directors joined with NCCMP executive director, Randy DeFrehn and IUPAT Government Affairs Director, Christopher Sloan for a pension reform fly-in to discuss the issues with congressional leaders. I was privileged to be a part of visiting eleven Senate offices to present the merits of “Solutions Not Bailouts” to members of both parties. Key to all this is the unprecedented bi-partisan support for the proposal from both labor and management groups.

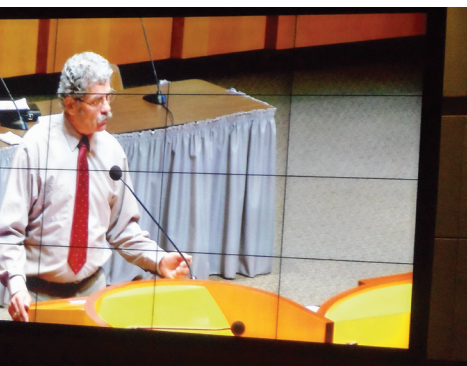
The proposal provides for maximizing benefit payment to participants wherever possible, while also

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information at this time. An ASAC conference call scheduled for January 12th will produce a final priority order for these issues, and hopefully, semi-final wording of draft legislation. The ASAC Legislative conference will be held in Sacramento on April 21st, and LAP&FCA members will be on hand to address these issues with our elected officials.

FEDERAL

As the 2013-14 Congress drew to a close, we are pleased to announce an important and hard fought victory for participants in multi-employer pension plans. Beginning in August 2011, the National Coordinating Committee for Multi-employer Plans (NCCMP)



Don Vulich defends LAPFCA safety protocols at a symposium assessing toxic risk exposure sponsored by AQMD.

insured revisions and minimum wage considerations. Due to exact wording of proposed legislation, and also not knowing which legislators will be seated on key committees we cannot disclose any more



providing trustee's with additional tools in addressing potential shortfalls in future funding. Additionally, the proposal includes an increase in plan premium payments to the Pension Benefit Guaranty Corporation (PBGC) to help bolster that program which will never be able to meet the demands of potential plan insolvency. The "Solutions Not Bailouts" proposal also contains many other technical corrections and enhancements to the Pension Protection Act and other existing laws in hopes to minimize the threat to existing plans and taxpayers

in the near and long term future.

As a result of the efforts of many, and with the cooperation of Senate Staff, House support and the overall fairness of the proposal, "Solutions Not Bailouts" was enacted by both houses of Congress, and signed into law by President Obama prior to the end of 2014. The imminent threat to the IUPAT Pension is less than that faced by other multiemployer plans, however this new legislation will aid our international trustees in their efforts to rebuild the funding reserves and



Kenneth Rigmaiden-IUPAT General President and Don Vulich-LAPFCA Executive Vice President.

maintain promised benefits to retirees in the near future.

Long Beach Set to Approve 5-Year PLA Agreement

On December 11th, the Long Beach City Council voted to adopt a recommendation from Councilwoman Lena Gonzalez to authorize the council to negotiate a project labor agreement with the Los Angeles/Orange Counties Building and Construction Trades Council. The measure was co-sponsored by Councilman Patrick O'Donnell and covers projects in excess of \$500,000 and requires the city manager to begin negotiations and report back to the full council within 30 days.

The proposal was first brought before the council in July with a \$1 million threshold, but council members believe the measure will create local jobs and training op-

portunities and therefore settled on the lower dollar threshold amount. The measure is intended to cover city funded public works building projects that involve multiple trades, and additionally a \$25,000 or above limit was set for single trade city construction projects. The agreement will expire after five years.

The proposal also requires a 30% local hire requirement for Long Beach residents, and others that reside within a 15 mile radius of Long Beach City Hall. Additionally, a 10% requirement to include veterans and other disadvantaged groups was a part of the proposal. A workforce coordinator would oversee all public works projects to insure all contractors comply with the PLA requirements.

The council supported the mea-



LA/Orange County Building Trades Council Executive Treasurer-Ron Miller testifying before the Orange County City Council.

sure on a 6-2 vote, with those in opposition concerned about added costs that may occur, but Executive Treasurer Ron Miller of the LA/Orange Counties BCTC testified before the council saying "PLA's maximize city expenditures and are successful in putting people to work and at the same time create tomorrow's future work force. When you put local constituents to work, you invest in your city."



Holiday Dinner & Installation Continued

Member Award. Bruce, who plans to retire in 2015, has served our chapter for several years and also (after some arm twisting!!) sat on the State Council Executive Committee, finishing as their President in 2014. Many of you are aware of the large-scale changes that have occurred at the state level over the past two years, and Bruce performed a valuable service in helping guide PDCC in this most difficult transition. We have been blessed to have him as a contractor and board member and his expertise

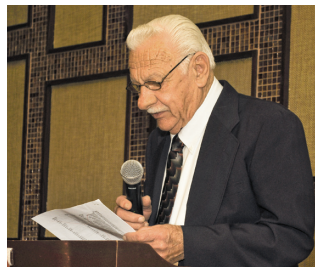


Don Vulich (left) presenting to Bruce Morrow the Outstanding Member Award.



will be greatly missed.

Following the installation and presentation of gifts, the evening concluded with live music and dancing provided by a qualified disc jockey and our own Dana Schmidt on vocals. Except for some Southern California traffic issues it was an evening to remember!!



Pride of Accomplishment and Future of Craftspersons

By John Tenorio, J. Arthur & Associates

The 2014 Finishing Industries Forum in Las Vegas was packed with seminars, workshops and industry networking opportunities. I actually attended on my own accord for only two days. I was pleasantly surprised to see many professionals within the finishing industry to whom I have provided marketing services, or worked along side. What an extraordinary group of professionals. If you have ever attended an FIF, you know it is impossible to be part of every event. I needed to pick and choose the seminars and roundtables pertinent to furthering client market share and/or expanding workforce. Here are some of the issues as I experienced them.

Contracting, discussed the need for excellent craftspersons. Prior to hiring an apprentice or journeyman, his company has developed a list of characteristics they seek in a potential employee. The list includes criteria such as character, intelligence, ability, level of interest, etc. Once evaluated, this list is narrowed down to the potential employee(s) who meet the characteristics.

Mr. Weis sees the future of his industry dependent on youth. "Bringing young people into the industry is the right thing," he said. He strongly believes that plenty of able young future craftspersons are available, but management and labor need to work together to accomplish

future hiring. He mentioned how if a contractor group and labor are working together at a jobs fair, "contractors can hire someone right on the spot and then direct him/her to labor sitting at the adjacent table."

A. Joseph

Russo, BM/ST, IUPAT DC 46, mentioned that young people at job fairs can read all the signage and brochures, but the thing they crave is the confidence in being able to create or build something tangible. Youth these days experience work and interest in a virtual world full of electronics and software. This has prevented them from hands-on craftsmanship. Therefore, Mr. Russo suggested bringing virtual simulators to job fairs. Russo and his local's efforts rely on their website to provide a visual demonstration of what can be accomplished with learned craftsmanship. Due to their need for apprentices, DC 46 hired a

'young recruiter' who they believe can best relate to the young candidates. This hiring may or may not become the optimum answer to attract young men and women to the construction trades. A definite attraction to candidates is a means of hands-on demonstration of simply building or repairing something small.

Funding within school districts has tightened as well as curriculums shifting away from building trades and shop classes leaving potential young candidates unaware of craftsmanship. One interesting idea for labor and management is to 'sponsor' classes at local high schools, technical schools, and community colleges. Introducing those students to learning to build something with their own hands, and doing so as a career can be the ticket.

As a marketing consultancy we have often recommended to our industry clients much of what I mention herein. Organizations heeding our advice to be creative to attract young craftspersons and veterans into the building trades are seeing positive results. The key is to realize that marketing to young people has changed within the past 5 to 10 years, and finally make the leap forward. The future of the building trades depends on quality candidates. Allow these candidates to experience the pride of accomplishment while making a comfortable living is a winning combination.



John Tenorio, J. Arthur & Associates,
Marketing Consultant to LAPFCA
May be contacted at johnt@jarthurassociates.com



Regarding the painting industry, the demand for painting craftspersons is expected to increase 20% within the next 5-7 years. Simultaneously, 15 - 20% of seasoned field workers will be retiring. Unless contractors and/or apprenticeship programs bring in willful and able candidates, the supply and demand for painters will not be met. This means there will be a needed enhancement workforce of 30-40% in aggregate. The pressure on apprenticeship programs will be formidable and creative recruitment efforts need to be stepped up.

St. Louis wall and ceiling contractor, Tim Weis CEO of TJ Weis



Bidding public works Continued

with the Mayor's call to add 100,000 new housing units in Los Angeles by 2021, is among several policy and administration moves by the Mayor's office to make the city more attractive to potential developers and builders.

This is not the first time the Mayor's office has attempted to streamline the permitting process, as both Antonio Villaraigosa and James Hahn before him made pitches to expedite permitting. But as builder's still found the city process to be arcane and sluggish, Mayor Garcetti announced his new proposal. Thirteen projects worth a combined \$903 million are already using the new permitting process. We hope this will greatly increase construction activity within Los Angeles.

In addition to this, the Mayor also announced an effort from city hall to implement a renewed earthquake retrofit effort throughout the City of Los Angeles. This comes on the heels of testimony from experts that many wood framed buildings, especially apartment structures with first floor parking carports, are vulnerable to collapse during an earthquake. With a short-term goal achieving most of this within a five to ten year period the Mayor hopes to improve building safety throughout Los Angeles.

However, many have voiced their concerns over this announcement, especially over how and by whom this will be funded. Additionally, renter advocacy groups are trying to protect occupancy rates from funding building improvement projects such as this. Nevertheless, some sort of retrofit is bound to occur, and with the power of the Mayor's office behind these efforts, we will most likely see increased construction activity coming to our city moving into the next decade.



FROM OUR EXECUTIVE DIRECTOR

As the year winds down it seems we sometime become busier and busier. This held true for my November and December, starting with our regular membership luncheon, when I made a big mistake in going ahead with the meeting even though our regularly scheduled Tuesday was also Veteran's Day. Those few who attended need to be commended (or committed, to a mental institution) I'm not sure which!!

Then soon after that I flew to Washington DC to join with many others in gathering support for the pension reform we have been working on the past two years. See the legislative news for a more in depth report on that issue. Then in mid-December we held the 23rd annual Holiday Event at the Embassy Suites in Glendale. The evening was a huge success, with a wonderful meal, installation of a new Board of Directors, and all this followed by music and dancing. My first time organizing the event came off well, but I did also learn a few do's and

do not's for next year.

In addition to this, we continue to play a role in SCAQMD and their efforts to craft new air quality regulations in 2015 and beyond. In fact speakers will be on hand for our January general membership meeting to present these very issues, and I hope you plan to attend and provide valuable perspective on this. At the So. Cal. Drywall and Painters Trust, we continue to monitor health and welfare costs, and are also beginning the process of finding a new building to better serve in the training of apprentices and providing the best journeyman upgrades.

As you can see, the beat goes on and on, and I still need to express how important it is that I hear from you. I want to be YOUR voice in all these endeavors, and I can't do that without your input. So don't hesitate to let me know your thoughts and concerns, I'd love to hear from you!!

Don Vulich



CUTTING TO THE QUICK

SAVE THE DATE

February 3-6, 2015 - Las Vegas
SSPC World of Concrete
Meet and network with industry leaders at this phenomenal annual event.

SAVE THE DATE

March 10, 2015
LAPFCA Members Meeting
Join us at the Beckham Grill in Pasadena for lunch and a presentation that will matter to your business and operations.